

FINANCIAL TIMES

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Underwear reaches
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How to Spend It TOMORROW

World Business Newspaper <http://www.FT.com>

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Millennium bomb threatens world telecoms links

Large telecoms operators warned that it could be impossible to telephone some countries after the turn of the century because of the "millennium bomb". Operators in the US and the UK are investing heavily to ensure their systems are free of the bomb - the inability of some computer systems to distinguish between this century and the next - but some operators are lagging in their preparations. Page 22

Rebels challenge terms of Zaire talks

A US-arranged meeting between Zairean rebel leader Laurent Kabila (left) and President Mobutu Sese Seko looked in doubt again as the rebels challenged the terms of the talks. The summit is regarded as the last chance for a peaceful solution before the rebels attack the capital Kinshasa, the final goal of their seven-month military onslaught. Page 6; Editorial Comment, Page 21

Bankers Trust uses new rules: New York-based wholesale bank Bankers Trust has become the first institution to take advantage of new international rules which can lower the amount of capital banks need to hold. Page 23

Labour victory predicted in UK election: Britons went to vote as the very last opinion poll of the general election campaign, by Mori for London's Evening Standard newspaper, showed the opposition Labour party on course for a landslide victory over the ruling Conservatives. This edition of the Financial Times had to be published before the results of yesterday's UK general election were known. There will be full reports and analysis tomorrow. Continuously updated results can be found on the Financial Times web site, <http://www.FT.com>.

Outdoor Systems to buy rival: Outdoor Systems, the US's largest operator of billboard and poster advertising displays, announced an agreement to buy National Advertising, which was until recently the biggest company in the industry. Page 23

Sri Lanka growth lowest for 7 years: Sri Lanka's economy last year recorded its lowest growth for seven years, with investment and foreign assets falling while inflation more than doubled, the country's central bank said. Page 3

Howard Ford joins Equant: Howard Ford, former managing director of the UK mobile phone company Cellnet, was appointed European president of Equant Network Services, the world's biggest data communications network. Page 23

Stern leaves Lazard Frères: Edouard Stern, once regarded as the heir apparent to Michel David-Weill as head of Lazard Frères, has left the French merchant bank to run his own investment fund. Page 23

Banks pressed to drop complaint: Germany's private sector banks are being pressed by the government to drop a complaint to the European Commission claiming unfair competition from publicly owned banks. Page 2

Etam's losses worse than expected: Troubled UK women's wear group Etam reported far worse annual losses than had been expected and announced plans to revamp all 216 of its stores. The group reported annual pre-tax losses of \$5.37m (\$8.7m) against profits of \$12.0m in the previous year. Page 28

Mattel to close UK factory: US-owned toy maker Mattel is to close its sole manufacturing plant in the UK and move production to Italy on grounds of cost competitiveness. Page 8

Second bid approach for APV: A two-way fight for the future of UK process equipment maker APV is in prospect as the company said it had received a second bid approach, two days after receiving its first. Page 23

Film director dies: Bo Widerberg, a leading figure in Swedish cinema who directed the 1967 film *Enkelt med dig* and three Academy Award-nominated pictures, died at Angelholm, southern Sweden, aged 66.

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STOCK MARKET INDICES		GOLD	
New York: Dow Jones Ind. Av.	5,980.83 (+48.16)	New York: Comex	\$340.40 (+0.40)
NASDAQ Composite	1,259.45 (+8.68)	London: close	\$341.05 (+0.41)
Europe and Far East			
CAC 40 (closed)	3,440.00 (+24.21)		
DAX (closed)	1,440.00 (+8.0)		
FTSE 100 (closed)	1,440.00 (+8.0)		
Nikkei 225 (closed)	19,275.33 (+124.21)		
US LUNCHTIME RATES		DOLLAR	
Federal Funds	5.25%	New York: Interbank	\$1.0000
3-month Treasury Bill	5.207%	DM	1.7222
Long Bond	5.92%	FF	5.8055
Yield	5.92%	SF	1.489
		Y	125.055
OTHER RATES		London:	
UK 3-mo Interbank	5.12%	\$	1.624
UK 10 yr Gilt	6.12%	DM	1.7186
France 10 yr OAT	5.81%	FF	5.8055
Germany 10 yr Bund	5.81%	SF	1.489
Japan 10 yr JGB	5.81%	Y	125.055
NORTH SEA OIL (Argus)		London:	
Brent Blend	\$18.20 (18.41)	\$	1.624
		DM	1.7186
		FF	5.8055
		SF	1.489
		Y	125.055

Cherry tree ban may blight budding trade links

By William Dawkins in Tokyo

A European Union ban on imports of Japanese cherry trees is threatening to upset blossoming trade between the two sides.

The Japanese regard the flowering cherry tree, or sakura, as a symbol of ephemerality, beauty, and often make gifts of them to commemorate important occasions.

Japanese trade officials surprised their European Commission counterparts, during their

annual round of talks last week, by asking for an end to the ban, imposed four years ago on plant health grounds.

No one objected at the time, but the ban became an irritant last year when Japanese donations of sakura to Austria and Spain were stopped at the borders and the donors told the trees could only pass with permission from Brussels.

Embarrassed Austrian customs authorities later admitted that there was no

evidence the Japanese cherries had caused harm to EU plant life, according to a Tokyo foreign ministry report.

The ministry, which only takes an interest in trade matters when they are deemed to have broader significance, has told Brussels the ban is groundless. Officials say it does no good to the friendship between Japan and Europe which has flourished over the past decade.

Their rapprochement has been helped by the Commis-

sion's switch to a diplomatic trade negotiating policy, in contrast with the turbulent early 1990s, when it waged a campaign against allegedly unfair Japanese trade practices.

Japanese gifts of cherry trees, usually from local governments, have been part of that flowering.

According to the Cherry Blossom Association of Japan, 22,855 trees and five litres of cherry seeds were donated to European nations in the 22 years before the ban took

effect. In 1993, the final year before Japanese cherries were outlawed in Europe, Japanese well-wishers gave 450 trees to Portugal and 200 to France.

Giving sakura to a powerful friend has been a tradition in Japan since the aristocratic custom of holding picnics to view spring cherry blossoms spread to the general populace in the seventeenth century.

The first exports are believed to have been to the US just after the 1868 Meiji restoration, when Japan opened itself to

foreign trade after two and a half centuries of isolation. In 1909, the Japanese government gave 2,000 sakura to the city of Washington, where they flower still.

Europeans appear to be less easily charmed. The late Emperor Hirohito donated a cherry tree to London's Kew Gardens which was later uprooted by former prisoners of war. The chances of a tender Japanese sakura flowering in the streets of Brussels seem just as slim.

US budget talks move closer to agreement

Negotiators produce plan to end deficits by 2002

By Bruce Clark and Patti Waldmeir in Washington

The White House and Republican leaders yesterday moved closer to an agreement on a plan to balance the US budget by 2002.

Republican leaders said they were happy with the outline of the plan, which would eliminate the deficits that have been a feature of every US budget since 1969.

But President Bill Clinton said last night he was not satisfied with the proposed deal, which was agreed in outline by Democrat and Republican negotiators late on Wednesday night. The proposal has been resisted by liberal members of Mr Clinton's Democratic party, who found the spending cuts too harsh.

The White House said budget talks were likely to continue into the night.

The blueprint accord calls for a gross tax cut of around \$135bn-\$140bn, and a reduction in spending on health care for the elderly of \$115bn, over the next five years.

If bipartisan agreement on a deal is secured, it could prove the biggest political milestone since Mr Clinton took office as president, pledging to achieve budget balance. Opinion polls

suggest strong public support for eliminating the federal deficit.

Republicans, meeting in closed session, are reported to have cheered when they heard the outlines of the deal reached between negotiators from the two parties. "We can sell this to our members," one Republican said. "Now it is up to Clinton."

The outline is also reported to include an agreement to adjust the consumer price index, which is widely believed to overstate inflation. This would be highly contentious politically, because it would lead to a drop in social security pensions, which are pegged to inflation. Wages of unionised workers would also be affected by a change in so-called "cost of living" increases.

Rapid economic growth has helped bridge differences between Democrats and Republicans. News of strong first quarter growth, at 5.8 per cent, led administration officials on Wednesday to predict a drop in the budget deficit to \$75bn, its lowest level in more than 20 years.

Further evidence of strong growth emerged yesterday

Continued on Page 22



Trade unionists gather in Hamburg for a May Day rally as 100,000 Germans demonstrate across the country against record unemployment and an accompanying rise in right-wing extremism. Russian May Day demos, Page 2

Key role created in Fidelity shake-up

By John Authers in New York

Fidelity Investments, the world's largest fund management company, yesterday completed a radical management reorganisation by appointing its first chief operating officer.

The company, recently under fire for its investment performance over the past year, has appointed Mr James Curvey to supervise day-to-day operations and take direct responsibility for finance and administration. Mr Curvey, who has never worked as a fund manager, has a remit to focus resources and to enhance stability throughout the organisation.

The move follows changes in virtually all the company's key management positions in the last two weeks. It was treated as a recognition by Mr Ned

Johnson, Fidelity's 66-year-old chairman, that the company, which is privately held and now manages total assets of \$498.1bn, had outgrown its traditional loose management structure which gave autonomy to its fund managers.

Poor investment performance last year, particularly in the \$53bn Magellan fund, the world's largest open-ended fund, led to a dip in Fidelity's share of the US mutual fund market. It also suffered a series of defections, with eight

managers of diversified funds, responsible between them for \$120bn in assets, and 12 managers of specialist sector funds, quitting to join rivals.

Fidelity now seems decisively to have adopted a more centralised and disciplined approach. Key positions have been given to career managers who do not have fund management experience.

Mr Curvey had spent 15 years with Fidelity Capital, the company's venture capital arm, which had revenues last

year of \$270m. Previously, he worked in personnel for Chase Manhattan Bank, and as a civil servant.

Last week Mr Robert Posen, Fidelity's general counsel, was promoted to chief executive of Fidelity Management & Research, investment adviser to the company's mutual funds. Mr Posen, another with no fund management experience, is known as an aggressive manager, and is expected

Continued on Page 22

Dillon Read resists ING efforts to take full control

By Gordon Cramb in Amsterdam and Tracy Corrigan in New York

Dillon Read, the Wall Street investment banking partnership, said it was resisting attempts by Dutch financial group ING to boost its current 25 per cent shareholding to full control.

Dillon's statement followed ING's confirmation of reports that it was seeking full control of the Wall Street bank.

Mr Peter Rosenthal, a Dillon Read spokesman, said: "Dillon Read is in discussions with ING regarding the exercise of Dillon Read's option to buy back the 25 per cent owned by ING. In connection with those discussions, Dillon Read keeps receiving proposals from ING based on ING's apparent desire that Dillon Read should not exercise its option."

When ING rescued Barings of the UK in early 1995, it inherited a 40 per cent stake in the long-established Dillon

Read, which has experienced a succession of ownership changes in the last 15 years.

During the following year this share was reduced at Dillon management's behest, and the two sides agreed to resolve its status by July of this year. Dillon Read's option to buy back the 25 per cent stake has to be exercised by July 1.

Mr Rand Polet, ING's spokesman, said yesterday it was not yet clear which way things would go. ING's preference was to take control of Dillon Read, he added, but this would depend on what its executives were asking.

"For both parties it would be best to stay together," he said. "We have co-operated well over the last couple of years, but we would not do a deal at any price."

A reported estimate of \$428m to \$450m for moving to full control did not reflect figures the group recognised, he added. ING paid \$11.7bn (\$895m) for Barings and has

spent at least another \$150m on strengthening its capital base and internal systems. The unit, now integrated with the Dutch group's existing corporate and investment banking divisions, began in the first quarter of this year to meet earnings targets set by the new parent.

ING, which also has extensive insurance interests, sees its main task on the banking side as building a broader network in continental Europe ahead of the scheduled move to economic and monetary union in 1999. But it is also seeking to raise its profile in the US, where it intends to obtain a Wall Street listing for its shares by the middle of the year.

In 1995 ING was in talks to buy another New York investment bank, Oppenheimer and Co, but plans collapsed. ING already has a US securities subsidiary. Analysts say Dillon Read is a venerable name but essentially a niche player.

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Government accused of arm-twisting to persuade bankers to drop complaint to Brussels

Banks balk at pressure from Bonn

By Peter Norman in Bonn

Germany's private sector banks are coming under increasing government pressure to drop their complaint to the European Commission claiming unfair competition from publicly owned banks.

Senior bankers accuse Bonn of trying to bring them to heel through a costly change in the way bank supervisors allow them to account for buying other banks.

They say the government has resorted to "verbal arm-twisting" in recent meetings about the complaint to Brussels. Powerful figures such as Mr Jürgen Stark, the state secretary at the finance ministry, and Mr Siegfried Neuherr, the top economic policy official in the chancellery, have appeared at meetings alongside the economics ministry staff who normally handle competition cases.

The bankers, who asked not to be identified, also suggest that the

cabinet's unexpected decision to delay approving a bill to reform company law is evidence of subtle pressure on the private banks.

Officially, the joint stock company bill has been delayed because of reservations by Mr Norbert Blum, the labour minister. But it poses a threat to the banks in its present preliminary discussion stage because of calls for amendments limiting their holdings of non-bank companies. While formally rejecting these calls, which grew after Krupp's ill-fated and bank-hacked hostile takeover bid for its steel and engineering rival Thyssen, the government is in a hurry to push the bill through parliament, the bankers say.

"It is a very tense situation because the federal government has intervened on the side of the Landesbanks and is not working to create fair competition," says Mr Wolfgang Arnold, deputy general manager of the association of Ger-

man private sector banks.

The big private banks are in no mood to placate the government. On April 14, for example, Mr Hilmar Kopper, Mr Jürgen Sarrazin and Mr Martin Kohlhaussen, chief executives respectively of Deutsche Bank, Dresdner Bank and Commerzbank, failed to appear at a meeting on the dispute called by Mr Friedrich Bohl, the chancellery minister. Mr Bohl was left to discuss the issues with Mr Friedel Neuber, chairman of the public banks' association and chief executive of Westdeutsche Landesbank Girozentrale, the publicly owned regional wholesale bank at the centre of the controversy.

The dispute dates back to the early 1980s when WestLB's capital was boosted through an equity injection in the form of housing development funds. The private banks objected that such action gave the WestLB and other public banks a competitive advantage

because the capital was very cheap compared with core capital raised through share issues or retained earnings.

Private sector bankers now complain that pressure is being put on them through the Berlin-based federal office for bank supervision. This body has sharply increased the capital cost for banks which have bought or are planning to buy banks or investment banks.

When a German bank buys another institution it has to draw on capital to cover the added cost of the acquisition over its book value. Traditionally, it has been able to make provision for this over 10 years before eventually drawing in equal amounts of expensive core capital, which costs about 16 per cent to service, and subordinate capital which costs less than half the amount.

Now, however, supervisors are insisting that at the end of 10 years, the sum must be covered

solely by core capital, thus raising the bank's costs sharply and possibly restricting its lending.

This rule, unless changed, will penalise Deutsche Bank and Dresdner Bank for their purchases of London-based investment banks. In 1989, Deutsche Bank acquired Morgan Grenfell for £950m (\$1.5bn) or 2.3 times book value, while Dresdner Bank's £967m acquisition of Kleinwort Benson in 1995 was worth twice book value.

The large amounts of money involved help explain why the dispute has escalated. But matters of public policy are also involved. The Bonn government supports the public banks because it relies on their network of savings banks to promote the euro, the planned European single currency. Bonn and the federal states also regard the public banks as important agents of regional policy and guarantors of competition in the banking sector.

BA anger over ban on airport switch

By David Buchan in Paris

The row between British Airways and French aviation authorities over security at Charles de Gaulle airport escalated yesterday after BA strongly attacked the French refusal to allow it to switch flights to Orly, the other Paris airport.

BA is protesting at inadequate security measures at Air Algérie, which it considers a high-risk airline and with whom it shares a baggage conveyor at Charles de Gaulle.

Mr Robert Ayling, BA's chief executive, yesterday rejected a widespread French suspicion that his airline's request to switch flights to Orly was motivated by a commercial desire to increase BA's presence at the main French domestic airport. "We have as many flights to Orly as we want," he told BBC radio. "We want to stay at Charles de Gaulle, but in conditions of satisfactory security."

It also emerged yesterday that after officials of the US Federal Aviation Administration inspected the facilities, TWA had decided to park its aircraft in the open rather than dock them at the disembarkation pier that it shares with Air Algérie. One of the French unions has publicly backed BA's complaints about security.

After the Orly flight coordinator refused BA's request to switch flights temporarily there, BA said it had asked the UK government to intervene with the French authorities.

"It seems the French authorities want to force us to accept either inadequate security conditions at Charles de Gaulle or a grossly unsatisfactory level of customer service," said BA adding: "We will not compromise on either."

During Air Algérie's check-in hours, BA has stopped taking hold baggage at Charles de Gaulle, a precaution that the airline said disrupted 18 of its 30 flights yesterday in and out of the airport.

During the six-day dispute, BA said 60 of its 188 flights had been affected.

The French press agency AFP reported yesterday that Air Algérie ended up at the airport's Terminal 1 with BA and most other foreign airlines because Air France had insisted that it be kept out of Terminal 2, which the French airline uses.



May Day demos 'proof of democracy'

By Christia Freeland in Moscow

As more than 1.5m Communists and trade union supporters across Russia took to the streets for traditional May Day demonstrations yesterday (above), President Boris Yeltsin said their criticism was proof that Russia had become a democracy.

In one of his regular radio addresses, Mr Yeltsin said that some Russians "out of habit, will go to rallies with flags and slogans. They will condemn the authorities, condemn the president." But, he said, these demonstrations, which brought Russians out the streets in 900 towns and cities, were one of the freedoms the country had won in its struggle

against the authoritarian Soviet regime. "They [the demonstrators] have the right to do so and this is what we have fought for - for the citizens' right to decide what they want to do, both on working days and on holidays." This conciliatory tone contrasted with the rhetoric of hardline Communists. At a Moscow rally Mr Gennady Zyuganov, the Communist chief, called for the president and cabinet to resign.

Earlier this week, Mr Zyuganov called on Communist activists to begin collecting signatures on a national petition of no-confidence in the president. Trade union leaders at other demonstrations urged their supporters to organise a nationwide strike.

Communists and union leaders made equally bellicose threats earlier this spring, ahead of a national strike on March 27 which they said would attract up to 20m people. In fact, the strike attracted only lacklustre participation, a precedent which drew much of the sting out of the opposition's threats yesterday. Analysts speculate that one reason for the Russian people's apparent passivity is that they prefer to devote their energies to the wearying struggle to survive. Mr Yeltsin admitted as much yesterday, saying that many Russians would spend the four-day long weekend at their garden plots, where millions grow food to supplement their incomes. *Picture: Reuters*

Austrian banker's suicide note sparks political storm

By Eric Frey

The suicide of a leading Austrian banker has sparked a scandal which threatens to embarrass both the country's largest political party and the largest bank.

Gerhard Praschak, 46, was co-chairman of Kontrollbank, which provides credit guarantees and financing for exporters. He shot himself last weekend in his office and left behind notes which allegedly showed that he was a victim of a political effort to find a top position for Mr Rudolf Scholten, the former minister of transportation and the arts. It is alleged that Praschak also charged Bank Austria, the largest bank, with organising a tax evasion scheme.

Praschak and Mr Scholten, both Social Democrats, started their careers in the

1980s as personal secretaries to the former Chancellor, Mr Franz Vranitzky. Praschak later switched to Kontrollbank while Mr Scholten joined the cabinet. When Mr Vranitzky resigned in January, Mr Scholten left with him. Last Friday, he was appointed as a third member to Kontrollbank's board and threatened to take over some of Praschak's responsibilities, including international co-operation with other export guarantee banks in the Bernese Club. Thirty six hours later, Praschak was dead.

In his suicide note, Praschak claimed that Bank Austria, the main shareholder in Kontrollbank, had prepared a tax evasion scheme through a covert profit payment of \$6.15m (\$1.5m) from Kontrollbank to Bank Austria. Mr Gerhard Randa, the

Bank Austria chairman who also heads Kontrollbank's supervisory board, has denied the charges. Kontrollbank said it paid a special dividend to all shareholders for 1994, when it had extraordinarily good results.

The opposition has jumped on the affair as proof of the excessive influence of the two governing parties, the Social Democrats and the conservative People's party, on the country's top banks. Mr Jörg Haider, leader of the far-right Freedom party, claimed Praschak was being forced out of Kontrollbank by the current Social Democratic Chancellor, Mr Viktor Klima, because he had become insubordinate. "This is like the Mafia. The don gives the orders, and the others execute them," he said.

The Praschak affair has also been linked to the takeover of Creditanstalt, the second largest bank, by Bank Austria earlier this year. Both banks were large shareholders in Kontrollbank and Investkredit, another semi-public bank that focuses on long-term investment financing for companies. After the Creditanstalt takeover, Bank Austria pledged to cut its stake in both institutions.

Mr Randa subsequently supported a merger of Kontrollbank and Investkredit and wanted Praschak to move to Investkredit to prepare the deal and later assume the chairmanship of the combined group. But this plan was thwarted by Bank für Arbeit und Wirtschaft, which holds shares in both banks. This left Praschak and Mr Scholten facing each other on the same board.

Russians 'realistic' over Nato expansion

By Christia Freeland

The US and Russia made some progress in their efforts to reach an agreement over Nato's eastward expansion but there was no breakthrough during yesterday's talks in Moscow between the two countries' foreign ministers.

"We may have somewhat narrowed the differences," Mrs Madeleine Albright, US secretary of state, said. But she added: "We still have some way to go."

Mr Yevgeny Primakov, Russian foreign minister, said the two countries remained fundamentally divided on the issue of Nato enlargement.

But he added that Moscow and Washington had decided to stop debating the central question of Nato expansion and to focus on other ways of enhancing mutual security.

"We met at this table with different positions: the US is for Nato enlargement; Russia holds a negative position in this respect," Mr Primakov said. "But all the same we have a wide field of common interests."

In a further sign that Moscow is coming to understand that expansion will go ahead with or without the Kremlin's blessing, Mr Primakov said: "Being realistic, we understand that we need to have a relationship with Nato."

This Russian realism follows a series of increasingly categorical assertions by the US that it will not make further concessions to Russia over Nato.

Both ministers also emphasised that, despite their goodwill, there was no guarantee a planned charter between Nato and Russia would be ready to be signed on May 27.

Mr Boris Yeltsin, the Russian president, hopes to sign the deal in Paris ahead of Nato's expected decision in July to invite new members to join.

One of the central sticking points is Russia's insistence that Nato must promise not to move its military infrastructure on to the territory of its new member states.

In the past, Nato has said it has "no plan, no need and no intention" to station nuclear weapons in eastern Europe or to base significant armed forces there permanently. However, it has refused to make a binding promise.

EUROPEAN NEWS DIGEST

Ireland raises interest rates

Ireland's central bank reacted to the fall of the punt yesterday by raising interest rates by a half percentage point. Although many European markets were closed for May Day, the punt came under heavy selling for a second day, following the bank's decision on Tuesday to stop supporting the currency.

The interest rate rise, which is likely to trigger mortgage cost increases, coincides with the announcement of monthly private credit growth of 18.6 per cent in March, up from 15.8 per cent in February.

Ahead of proposed European monetary union, traders are betting the government will seek to bring the exchange rate closer to its mid rate in the European exchange rate mechanism of 2.41 to the D-Mark. The punt was trading at 2.56 last night having lost 10 pfennigs in two days. *John Murray Brown, Dublin*

Bonn sells housing company

The Bonn government has moved forward with its privatisation programme by selling the Deutschban public housing company for more than DM2bn (\$1.2bn) to a consortium owned by the Veba industrial conglomerate and Deutsche Bank. The finance ministry said the deal, which needs Cartel Office approval, was the first privatisation of a large housing company. It is hoping to trigger further sales of publicly owned housing.

Deutschban, ownership of which was shared by the federal government and the postal service, owns about 38,000 rental properties throughout Germany. Veba, whose property subsidiary Veba Immobilien will manage the Deutschban housing stock, already rents out around 130,000 homes, mainly in the industrial state of North Rhine-Westphalia. *Peter Norman, Bonn*

Wiesel appointed to fund

Mr Elie Wiesel, the Nobel Prize-winner and survivor of two concentration camps, has been appointed international chairman of Switzerland's special SF265m (\$180m) fund for Holocaust survivors.

The Jewish community had been pressing for his appointment but this conflicted with the agreement that the president of the executive board should be a Swiss national. In a face-saving compromise, Mr Wiesel has been given the symbolic title of international chairman "in recognition of his extraordinary accomplishments and his respected moral guidance."

The Swiss government confirmed that Mr Rolf Bloch, president of the Swiss Federation of Jewish communities, would head the fund's seven-strong executive board.

Meanwhile, the Swiss Bankers' Association has recommended that the names of all the Holocaust-related dormant accounts should be publicly disclosed. This could infringe Swiss bank secrecy laws. *William Hall, Zurich*

Sale of Polish bank near

Poland's finance ministry is likely to sell up to 65 per cent of Polski Bank Kredytowy (PBK) later this month, according to an official from HSBG Investment Services, the ministry's adviser to the sale. "I expect the results of the [PBK sale] tender in late May because the ministry wants to sign the agreement at that time," Mr Hubert Janiszewski said yesterday.

In January, the finance ministry invited bids for no less than 10 per cent and no more than 65 per cent of PBK and said it expected to finish negotiations with shortlisted investors at the end of April.

Mr Janiszewski said the initial public offer for PBK, in which another 15 per cent of the bank is expected to be sold, was likely to take place as scheduled in October. HSBG has estimated the total value of PBK at 1.2bn-1.6bn zlotys (\$380m-\$510m). *Reuters, Warsaw*

Romania puts up gas prices

The price of gas and heating was raised by up to five times in Romania yesterday as part of market reforms, a move certain to worsen already soaring inflation and hit hard-pressed consumers. Newspapers reported that the increases would raise the average family's annual gas bill to the equivalent of \$380. The average monthly salary is about \$70.

Government officials acknowledge that the rises, intended to match world prices, would generate further temporary rises in inflation. Monthly inflation hit a record 30.7 per cent in April. *Reuters, Bucharest*

Spain settles phone dispute

The Spanish government has resolved a dispute with the European Commission by agreeing to measures to put Airtel Movil, its second mobile telephone operator, on an equal footing with Telefonía, the incumbent operator.

Brussels complained last year that a Ptas65m (\$655m) licence fee which Airtel Movil had to pay, but which Telefonía did not, was a severe distortion of competition. It told Spain either to charge Telefonía or to produce corrective measures which amounted to the equivalent.

The response from Spain includes granting Airtel Movil better interconnection terms with Telefonía, extending Airtel Movil's licence from 15 to 25 years, giving it the right to build its own infrastructure, and granting extra band capacity. *Emma Tucker, Brussels*

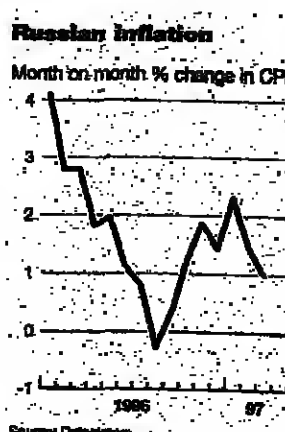
Çiller sticks with partners

Turkey's Islamist government won breathing space yesterday after Mrs Tansu Çiller, the deputy prime minister, said her conservative True Path party would not leave the coalition despite a row with the military over the rise of Islamist activity. The military is demanding that 16 anti-Islamist measures be carried out.

Two True Path ministers resigned last weekend in protest at the failure of Mr Necmettin Erbakan, the Islamist prime minister, to act on the army's demands. But Mrs Çiller said the party would have nothing to do with an attempt by fellow secular politicians in the opposition to form a shadow government that would unseat Mr Erbakan. *Reuters, Ankara*

ECONOMIC WATCH

Inflation down in Russia



proving successful. According to Goskomstat, services were one of the principal sources of inflation in April. Over the next few months, the service sector could be a continuing inflationary trigger because of Kremlin plans to raise the prices of rent and utilities to market levels. *Christia Freeland, Moscow*

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هكزان النجمل

Japan gets round 40-hour week

By Gwen Robinson in Tokyo

In Tokyo, the last out of the office and his "salarymen" - and it is often in the early hours of the morning.

That is unlikely to change in spite of the introduction of a 40-hour working week last month. For although Japan's salarymen are now officially working fewer hours, they are clocking up more overtime, according to government figures published yesterday.

The trend highlights corporate Japan's double-edged response to the shorter working week from April 1. Typically, Japan's white collar workers put in 60 hours a week in a corporate environment which places a heavy premium on fidelity to the office rather than the home.

Unions warn that without accompanying reforms enforcing the shorter working week, the new rules will reinforce the dark side of a corporate culture in which "death by overwork" and "corporate bullying" are common terms.

Labour activists say the regulations - which bring Japan further in line with those of other developed economies - are likely to have limited impact on a corporate culture in which there is intense pressure on workers to stay at their desks at least until their superiors leave.

"If your boss asks you to complete a long report and you're in the office until 3am doing it, you'd be made to feel greedy for writing down all the extra hours - you'd also feel guilty, as though it was your fault for taking so long," said a member of an

independent union of middle-managers in Tokyo.

Many Japanese companies cut back official working hours before the introduction of the shorter working week. According to the labour ministry, monthly work hours at companies with 30 or more employees averaged 159.3 hours per worker, down 0.3 per cent from the previous year. They fell further in March, just before the introduction of the new system, averaging 156.4 hours per worker, down 2.4 per cent from a year earlier, the ministry said.

Overtime work, meanwhile, increased by 10.5 per cent from a year earlier to 16.8 hours per worker. The increase in overtime hours has driven up average monthly wages by more than 7 per cent from the previous year, the ministry said.

Full-time employees in Japan are now officially entitled to overtime payments for any hours worked beyond 40 hours a week. In the year to April 1, monthly wages, including twice-yearly bonuses, recorded the highest rate of growth in five years, increasing by 2.3 per cent to ¥416.680 (\$3,300).

The new system will have little effect in the growing number of sectors which are exempt from the 40-hour system. Discretionary work systems are permitted in sectors such as news gathering, in which the distinction between working and non-working hours is difficult to define. Corporate lobby groups including the Nikkeiren, a leading employers' association, are pressing to extend the discretionary system to cover all white-collar workers.

Virtuous dam rises on Yellow River

In the barren hills of Henan province south of Beijing thousands of Chinese workers are labouring under a hot sun to build a massive dam whose contribution to China's well-being may prove greater than the controversial Three Gorges project on the Yangtze.

The \$4bn Xiaolangdi dam on the Yellow River is the other side of the coin of China's water conservation efforts. While the Three Gorges has been scorned by international lending institutions worried about environmental and human rights resettlement issues, Xiaolangdi has attracted support from the World Bank and others.

Mr Nicholas Hope, director of the China and Mongolia department of the World Bank, describes China's record in utilising loans as "excellent" and says the Xiaolangdi project is a model.

It also represents the bank's biggest commitment to China, with lending of about \$1bn earmarked. The World Bank has disbursed about \$3bn in loans to China since the early 1980s, including \$570m to Xiaolangdi. China is the largest recipient of bank assistance.

At the Xiaolangdi construction site, 40km north of Luoyang in Henan, work is well advanced on diverting the Yellow River to facilitate



construction of a huge, multi-purpose 1.8km earth and rock dam which will rise 154 metres from the valley floor. Water diversion will take place in October.

The site was chosen because it stands, according to the Yellow River Water and Hydropower Development Corporation, the contractor, at a "critical point" on the 5,500km-long Yellow River, below the main catchment which accounts for about 90 per cent of the river's flow each year.

The dam has a long-term storage capacity of more than 5bn cubic metres and will create a body of water stretching for 130km, but one of the dam's main functions - stopping Yellow River siltation - will have a limited life. After about 20 years the dam's capacity to capture silt from the loess

hills in the Yellow River's catchment will be exhausted. Mr Wang Xiaoru, deputy project chief, is sanguine. "Our children and grand-children will have to think of another solution to the silt problem," he says. One possible solution is to raise the level of the dam wall.

It is estimated that 1.6bn tonnes of silt from the eroding plateaus of Inner Mongolia and Shaanxi province wash down the Yellow River each year, raising the river bed by 10cm a year, adding to the risk of flooding. Flood embankments need to be raised by a metre every decade, at huge cost, to shield surrounding areas.

The Xiaolangdi dam will regulate the Yellow River's flow along the last 800km of its journey to the sea, protecting 120m people downstream from terrible floods which have killed millions. It will also drive turbines with a capacity of 1,800MW, generating electricity valued at \$170m a year.

The World Bank says the dam will raise crop yields on about 2m hectares of land and make more water available to cities such as Qingdao in Shandong province which rely on the Yellow River, whose flow slows to a trickle during "dry" months from November to June.

The bank estimates the project's "economic rate of

return" at about 18 per cent taking into account all the dam's benefits, from flood control to power generation. The dam would increase labour productivity of about 4.5m farming families, with incomes rising by 33 per cent in Henan and by 12 per cent in Shandong.

The World Bank has been particularly sensitive about criticism of the resettlement of 170,000 people, but it seems those displaced have by and large accepted the fact, unlike the Three Gorges where resettlement of 1m has drawn local protests and the ire of international human rights groups.

Eximbank of the US has joined the World Bank in supporting the scheme, providing \$55m in export credits. Among the main contractors are Impregilo of Italy, which is responsible for work on the dam wall itself; Zublin of Germany, spillways and water diversion; and Dumez of France, power structures.

Construction was inaugurated in September 1994, and about 40 per cent of the civil works has now been completed. Completion is due in June 2001. Engineers say that in spite of the size and complexity of the project work is on schedule.

Tony Walker

French and Korean groups leave field to NTT

Bidders quit race for Sri Lanka Telecom

By Amal Jayasinghe in Colombo

Two international telecommunications groups have withdrawn from the bidding for Sri Lanka Telecom (SLT), according to senior government officials, dealing a serious blow to the Colombo government's ambitious plan of state sell-offs.

The evident withdrawal of France Telecom and Korea Telecom, which had been shortlisted to take up the 35 per cent stake on offer in the state monopoly, leaves the field clear for Japan's Nippon Telegraph and Telephone (NTT), officials added.

"France Telecom pulled out because of new commitments in Europe although there is no formal intimation," said a spokesman for the Public Enterprise Reform Commission (PERC), the state privatisation authority.

He said Korea Telecom's interest in SLT all but van-

ished after it took on a controlling interest in Lanka Bell, which operates the so-called "wireless local loop" (WLL), a cable-less phone system in competition with SLT.

When the government unveiled its ambitious privatisation plan nearly two years ago, SLT was regarded as a prime attraction for foreign investors.

More than a dozen international and regional phone companies expressed initial enthusiasm but that interest has largely evaporated.

"The over-staffing of SLT coupled with the unfavourable interconnecting agreements with two WLL operators have brought down the appeal of the company," a telecom analyst said.

The government has granted licences to two WLL operators with interconnecting agreements which were unfavourable to SLT.

Analysts say the government had initially expected

to raise about \$500m for the 35 per cent stake in SLT together with the right to manage the company.

"SLT is a buyer's market for NTT," a government official said. "They can call the shots and considering the government's financial situation, they may even agree to giving away things like monopolies for extended periods."

The PERC privatisation authority said it expected the government to finalise the SLT sale by the end of this month and have an agreement concluded at least by July. Analysts say this is optimistic. The sale has already been delayed by more than seven months.

Sri Lanka Telecom employs about 7,500 workers to maintain 250,000 telephone lines. The sell-off delay has forced the government to revise downwards its privatisation revenue receipts by about half to \$200m for 1996.

Economic growth cut to lowest for 7 years

By Amal Jayasinghe

Sri Lanka's economy last year recorded its lowest growth in seven years, with investment and foreign assets falling while inflation more than doubled, according to the central bank.

The country's war-battered economy grew at a poor 3.8 per cent in 1996 compared with 5.5 per cent in the previous year and 5.6 per cent in 1994, the bank said in its 1996 annual report released this week.

The 1996 GDP growth figure is the worst since 1989, when the economy expanded by just 2.3 per cent because of work stoppages and an anti-government uprising that was quelled in 1990.

"The country's economic

stabilisation attempts have often met with large slippage and shortfalls in achievement compared to expectations," the bank said, adding that the country was "never able to get on a sustainable deficit reduction path".

The budget deficit was nearly 9 per cent of gross domestic product in 1996 compared with 8.4 per cent in 1995, bank figures showed. A severe drought compounded economic woes already caused by heavy spending on the long-running war against separatist Tamil Tiger guerrillas in the north-east of the country.

The bank said structural reforms were essential to lift the economy and recommended privatisation of the two state-owned commercial

banks which account for about two thirds of the country's banking business. But it warned that the sale of the two banks - Bank of Ceylon and the People's Bank - might be a "delicate move".

Sri Lanka's export growth showed a slowing down to 13 per cent compared with an expansion of 21 per cent in 1995. Tourism fell 25 per cent and investment remained depressed, the bank said.

External assets fell marginally, while the debt servicing ratio jumped from 11.9 per cent to 13.0 per cent of export earnings. On the brighter side, prices of tea, the country's main export commodity, improved during the year, although other agricultural produce suffered badly from drought.

BUSINESSES FOR SALE

इंडियन एयरलाइन्स
Indian Airlines

AMENDED GLOBAL TENDER NOTICE FOR DRY LEASE-IN OF AIRCRAFT

Offers are invited by Indian Airlines Ltd. from established leasing companies/owners/operators for dry lease-in of two (2) A320 and three (3) A300 B-4 aircraft, as per following specifications for a minimum period of one (1) year effective October, 1997.

a) **A320 Aircraft:**
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b) **A300 B-4 Aircraft:**
CF6-50C2 engines, Messier Wheel & Brakes, ETOPS, Dual 'S' Mode ATC Transponder, INS & not more than 15 years old as on 1st November, 1997.

All aircraft should have two class configuration and comply with all mandatory modifications. Tenders can be had from the office of Director, Stores & Purchases (Attn. T. S. Chandrasekaran), Stores & Purchase Dept., Indian Airlines Ltd., Safdarjung Airport, New Delhi-110003, India (Fax No. 0091-11-4621776, Telephone No. 0091-11-4611293, SITA:DELJIC, E-Mail: sinha.ial@gems.vsnl.net.in)

Interested tenderers are requested to advise their E-Mail address so that the tender documents can be transmitted to them soon. Fax No., Tel No. Contact person's name and postal address be also advised. Last date for submission of tender is (IST) 1530 hrs. on 4th June, 1997.

DIRECTOR, STORES & PURCHASES
INDIAN AIRLINES LIMITED, SAFDARJUNG AIRPORT,
NEW DELHI - 110003 (INDIA)

CALL FOR EXPRESSIONS OF INTEREST IN PURCHASING THE ASSETS OF "GREEK INDUSTRY OF READY MADE GARMENTS" KOCANAS BROS S.A. OF ATHENS, GREECE

ETRINKI KEPHALOPOULOU S.A., Administration of Assets and Liabilities, of 9a Chrysopoliou St., Athens, Greece, to its capacity as Liquidator of "GREEK INDUSTRY OF READY MADE GARMENTS" KOCANAS BROS S.A., a company with registered office in Athens (Attika), Greece, (the "Company"), pursuant to special liquidation according to the provisions of article 46 of Law 1992/1990, by virtue of decision No. 2717/96 of the Athens Court of Appeal, now instructions of the creditors representing more than 51% of the claims against the Company.

ANNOUNCEMENT call for tenders

For the sale of the assets, offered as a single whole, of the Company described below.

BRIEF INFORMATION

The Company was established in 1970. On 28.5.96 it was placed under special liquidation. Its activities included the production, importation and sale of ready made garments both in the domestic and in foreign markets.

ASSETS OFFERED FOR SALE

The assets offered for sale include a plot of land in the Municipality of Attika 14, Athens Thessaloniki, the area of which originally amounted to 7,883.4 sqm, having been reduced to approximately 6,813.5 sqm, following expropriation, a plot consisting of a basement of approx. 2,153.94 sqm, ground floor of approx. 4,090.66 sqm, and first floor of approx. 4,000.66 sqm, machinery, mechanical equipment, a car, a van, the Company's registered trademark, receivables and any other assets may be found to belong to the Company. It should be noted that the Company plot is leased out to third parties.

OFFERING MEMORANDUM - FURTHER INFORMATION:

Interested parties may obtain the Offering Memorandum in respect of the Company and its assets upon signing a Confidentiality Agreement.

TERMS AND CONDITIONS OF THE AUCTION

1. The Auction shall take place in accordance with the provisions of article 46 of Law 1992/1990 as supplemented by article 14 of Law 2009/1 and subsequently amended, the terms and conditions set forth herein and the "Terms and Conditions of Sale" contained in the Offering Memorandum. Such provisions and other terms and conditions shall apply irrespective of whether they are mentioned herein or not. Submission of binding offers shall mean acceptance of these provisions and other terms and conditions. (This is the stated Auction in this place).

2. Bidding Offers: Interested parties are hereby invited to submit binding offers, not later than Monday, May 26th 1997, 12.00 hours to the Athens Notary Public Mr George Stefanakis, 39 Alkibiou St., Athens, Tel: +30-1-56.06.961 and +30-1-64.30.422, fax: +30-1-64.50.422.

Offers should specify the offer price and the detailed terms of payment (in cash or instalments, specifying the number of instalments, the date thereof and the proposed annual interest rate, if any). In the event of non payment of the offer price, the offeror shall be deemed to have accepted the offer price and the proposed annual interest rate, if any, and the offeror shall be deemed to have accepted the offer price and the proposed annual interest rate, if any, and the offeror shall be deemed to have accepted the offer price and the proposed annual interest rate, if any.

3. Letters of Guarantee: Binding offers must be accompanied by a Letter of Guarantee issued in accordance with the sample Letter of Guarantee contained in the Offering Memorandum, by a bank legally operating in Greece, to remain valid until the adjudication. The amount of the Letter of Guarantee must be: DRS. SEVENTY FIVE MILLION (75,000,000.-).

Letters of Guarantee must be returned after the adjudication.

4. Submission: Bidding offers together with the Letters of Guarantee shall be submitted in sealed opaque envelopes.

5. Envelopes containing the bidding offers shall be opened by the above mentioned Notary Public in his office, on Monday, May 26th 1997, 14.00 hours. Any party having duly submitted a bidding offer shall be entitled to attend and sign the deed attesting the opening of the bidding offers.

6. As highest bidder shall be considered the participant, whose offer will be judged by creditors representing over 51% of the claims against the Company (the "Creditors"), upon recommendation by the Liquidator, to be in the best interests of all of the creditors of the Company. For the purposes of evaluation, an offer to be paid in instalments shall be assessed on the basis of its present value to be calculated by employing a 15% annual discount interest rate, compounded year.

7. The Liquidator shall give written notice to the highest bidder to appear on the date and place mentioned therein and accept the contract of sale in accordance with the terms contained in his bidding offer and/or any other improved terms, which may be suggested by the Creditors and agreed upon. In the event of the highest bidder not complying with such obligation, the Letter of Guarantee shall be forfeited as a penalty. Adjudication shall be deemed to take effect upon execution of the contract of sale.

8. All costs and expenses of any nature, including any tax (such as VAT), duties, custom duties, any charges in favour of the state or third parties, which may need to be paid (other than those envisaged by the applicable law) in respect of the participation in the Auction and the transfer of the assets offered for sale, the sale proceeds, as well as any other set prior or subsequent to the transfer of assets shall exclusively be borne by the purchaser.

9. The Liquidator and the Creditors shall have no liability nor obligation whatsoever towards the participants in relation to the evaluation of the offers or the appointment of the highest bidder or any decision in respect or cancel the Auction or any decision whatsoever in connection with the proceedings of the Auction. The Liquidator, the Company or the Creditors shall not create any right for the adjudication nor the participants shall acquire any right, power or claim from the Call and/or their participation in the Auction against the Liquidator and/or the Creditors for any reason whatsoever.

10. This Call has been drafted in Greek and translated into English. In any event, the Greek version shall prevail.

In order to obtain a copy of the Offering Memorandum and any further information, please contact the Liquidator, "ETRINKI KEPHALOPOULOU S.A. Administration of Assets and Liabilities", 9a Chrysopoliou St., Athens 10560 GREECE, Tel: +30-1-523.14.84 - 87 fax: +30-1-523.17002 (attention Mrs. Maria Papatheodorou).

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- GII Engineering (Electrical) Limited
- GII Group Limited

For further information, please contact Keeley Moore of Coopers & Lybrand, 1 East Parade, Sheffield S1 2ET. Tel: 0114 259 8264. Fax: 0114 259 8202.

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All enquiries to: Roger M Griffiths, Joint Administrative Receiver, Ernst & Young, Northam House, 12 New Bridge Street West, Newcastle upon Tyne NE1 6AD, telephone: 0191 261 1063; or Robert G McArthur, Edward Symmons & Partners, 17 Fenwick Street, Liverpool L2 7LS, telephone: 0151 236 8454.

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CONTRACTS & TENDERS

PRIVATE FINANCE INITIATIVE GWENT POLICE AUTHORITY

Under the Government's Private Finance Initiative, Gwent Police Authority are seeking expressions of interest in the provision of private sector funding and the imaginative and creative design, construction and maintenance of a

SECTIONAL POLICE STATION AND 31 CELL CUSTODY UNIT AT YSTRAD MYNACH

The provision of other support services will be welcomed.

The building will be approx 2,000m² and it will house a range of administration and operational police functions, with 24 hour service in the County House, certain units will require hardened security. The design should allow maximum flexibility for changing needs to the future, and it should also incorporate the facility for use of information technology throughout.

Purposes intended solely in construction funded by public finance should not apply.

Requests for further information should be made in writing not later than 16 May 1997 to The Director of Finance, Gwent Constabulary, Police Headquarters, Croykeville, Cwmbran, NP44 2JX.

BUSINESSES FOR SALE

Appear in the Financial Times on Thursdays, Fridays and Saturdays. For further information or to advertise in this section please contact: Heston Westhead on +44 0171 875 4874

Controversial FDR statue lacks a certain grandeur and historical accuracy

US president, hero and chairperson

Today America will dedicate a memorial to President Franklin Delano Roosevelt, but it is a monument as much to political correctness as to one of the country's great presidents.

President Roosevelt, political victim and national symbol of the heroic handicapped, hated to be depicted in a wheelchair. But disabled groups claimed its absence was an insult.

After weeks of controversy, including public arguments between FDR's grandchildren, President Bill Clinton stepped in to demand a presidential wheelchair. Just in time for the dedication, a compromise was reached: there will be a sculpture of the chair - but without the president in it.

However, such concessions to correctness risk undermining the power of the monument, which occupies a 7.5 acre site on the banks of Washington's famous tidal basin.

The demands of modern politics have deprived FDR, for example, of his trademark cigarette-holder - even though it is probable that more Americans of the FDR period knew that he was a happy smoker than realised that he was handicapped.

And even the first lady, Mrs Eleanor Roosevelt, has



Clinton has promised the addition of a wheelchair to the controversial statue of Roosevelt to be unveiled today.

had to give up her famous fur piece - in deference to modern animal rights sensitivities.

Even the presidential quotes which decorate the red granite walls of the monument show signs of having been sanitised for end-of-century consumption.

FDR's famous war message to Congress, branding December 7 1941 - the day of the Japanese

attack on Pearl Harbor - as "a date which will live in infamy" is omitted altogether.

The designers say they could not include every FDR utterance; but to leave out one of the most famous invites the suspicion that the quotes have been chosen to avoid offence and for maximum blandness.

The only quotes likely to cause any kind of political

controversy are those which capture the essence of the "New Deal" politics for which Roosevelt is famous - exactly the inheritance which political leaders of the turn of century are least likely to celebrate.

From one of his inaugural addresses comes the phrase: "The test of our progress is not whether we add more to the abundance of those who have much, it is whether we

provide enough for those who have too little."

In the context of the current withdrawal of the welfare state, that quote seems in direct defiance to the prevailing political mood.

But once disputes over political correctness have faded the real problem with the FDR memorial could prove to be lack of grandeur.

Mr Lawrence Halprin, says he deliberately eschewed what he sees as the archaic style of the capital's other three great presidential monuments to Washington, including the Lincoln Memorial.

"I don't see any reason to ape earlier periods," he said. The other monuments are "not democratic", he said, adding that by this he meant they were not "modern".

According to Mr Halprin, modernists believed that the memorial should be not "an icon" but a series of "choreographed spaces" which form a "symbolic landscape".

That landscape includes a statue of FDR, but far from dominating the space, it is tucked against a red-brown granite wall, next to a loud artificial waterfall which is in some ways more striking.

Mr Halprin says a series of waterfalls have been included in the four outdoor "rooms" of the memorial, to mask the deafening roar of aircraft flying low overhead to land at nearby National Airport.

He hopes the memorial, especially the fourth room, depicting the end of Roosevelt's life, will be used for meditation; but the level of air traffic noise could make that difficult despite the thundering water features.

Patti Waldmeir

AMERICAN NEWS DIGEST

US pay-offs for lay-offs

Chief executives of big US companies continue to be rewarded with large compensation for dismissing more employees, according to a study released yesterday.

The Institute for Policy Studies, a liberal research group, said for the fourth consecutive year Wall Street has rewarded chief executives for making lay-offs by pushing up stock prices, which are the basis for the the biggest component of their compensation - stock options.

The survey, carried out with Boston-based United for a Fair Economy, found that pay for CEOs at the 30 US corporations which made the biggest sackings last year rose an average 67.3 per cent, compared with 54 per cent for CEOs at the top 365 American corporations.

Among what the groups dubbed the "lay-off leaders" and their total direct compensation - including salary, bonus and long-term compensation - last year was Mr Norman Augustine of Lockheed Martin with \$33m and 3,100 dismissals. The company recently said he would give up his position as chief executive later this year, but would continue to serve as chairman of the world's largest aerospace and defence company.

The study said 459,000 US workers were dismissed in the last three months of 1996, a 2 per cent increase on a year earlier. Noting recent efforts by lawmakers, activists and even some companies to curb excessive pay, the study called the initiatives a sign American society was "getting fed up with excessive compensation," particularly for executives throwing thousands of workers on to the street.

AP, Washington

Online bill dangers faced

America Online, CompuServe and Prodigy Services yesterday settled government allegations that "free trial" offers on the Internet resulted in unexpected charges to consumers, the Federal Trade Commission announced.

No fines were levied against the three online service providers, but they will be required by the regulatory agency to get written authorisation from consumers before tapping their bank accounts electronically.

AOL, the world's largest online service company, must also prepare a consumer education programme about the use of electronic payment systems, the agency said. It will be distributed through the Web and 50,000 colour brochures. The government said one problem was that the companies offered an introductory free service without properly letting consumers know they would automatically be billed after the free trials ended unless they cancelled the service.

Reuters, Washington

Senate passes damages bill

The Senate Commerce Committee yesterday approved a bill to limit damages in product liability lawsuits, but opponents said it was likely to be vetoed again by President Bill Clinton. The bill would limit punitive damages in product liability cases to twice the compensatory damages or \$250,000, whichever is greater. Mr Clinton vetoed a similar bill last year, saying it went too far in curbing the rights of injury victims.

The bill passed on an 11-9 party line vote, with all the panel's Republicans voting for it and all Democrats opposed.

Mr Slade Gorton, a Washington Republican and the bill's author, said excessive liability damages and frivolous lawsuits were raising prices and discouraging development of new products.

Reuters, Washington

US hails new Mexico anti-drug corps

By Leslie Crawford in Mexico City

The US government yesterday welcomed Mexico's decision to create an elite drug-fighting corps to replace the discredited National Institute for the Combat of Drugs (INCD), whose chief, Gen Jesús Gutiérrez Rebollo, was arrested in February and charged with being on the payroll of Mexico's most-wanted drug trafficker.

Mexico's new drug-fighting initiative, announced this week, appears to have been timed to meet US criticism of widespread drug corruption in Mexico ahead of Pres-

ident Bill Clinton's first state visit, which begins on Monday.

Mexico this year narrowly escaped decertification as an ally in the fight against drug trafficking and money laundering during the US Congress's annual review of efforts by foreign governments. Although the White House prevailed on Congress to certify Mexico as an ally in good standing, the arrest of Gen Gutiérrez Rebollo and other drug-related scandals have strained relations between Mexico and the US.

However, Mr Thomas "Mac" McLarty, the White House co-ordinator for US policy toward Latin America, yesterday said the move showed Mexico "has exhibited the will to fight against drug traffickers".

The White House spokesman, Mr Mike McCurry, said: "It's a positive and encouraging development taken independently by the government of Mexico."

Mr Jorge Madrazo, the Mexican attorney-general, said the members of the new anti-narcotics squad would have to pass lie detector and anti-doping tests. The elite fighters would receive substantial pay rises to insulate them from corruption.

Mr Madrazo said he had requested

help from the governments of Spain, France, Italy, the UK and the US to train the force.

The attorney-general said the INCD, set up only four years ago, was being disbanded because of its "accelerated decomposition, proven corruption and infiltration by organised crime".

This is not the first time that Mexico has attempted to reform its corrupt police forces. Mr Madrazo, who was appointed in December, is the sixth attorney-general in five years to be entrusted with the task. Each has begun his term by firing hundreds of corrupt police officers,

many of whom later win their jobs back through the corrupt legal system.

Mr Madrazo admitted that the judiciary would also need to be overhauled to make drug-fighting more effective. At present, the low-level magistrates who oversee most drug cases are often intimidated or bribed into releasing drug traffickers on technicalities.

The Mexican government is understood to be considering the creation of a specialised team of judges who would receive protection against the threat of retaliation by Mexico's drug cartels.

US water companies start to make a bigger splash

"It has the potential of becoming a giant and it certainly is sleeping." This is how Mr George Johnstone, chief executive officer of American Water Works, the biggest US private sector water company, sums up his home market.

But there are signs the industry is at last stirring. American Water Works is in the final stages of negotiations for a five-year contract to run and improve the municipally owned drinking water system for the city of Buffalo, New York. Residents in this industrial town have typically paid 45 per cent more for their water than in some surrounding communities.

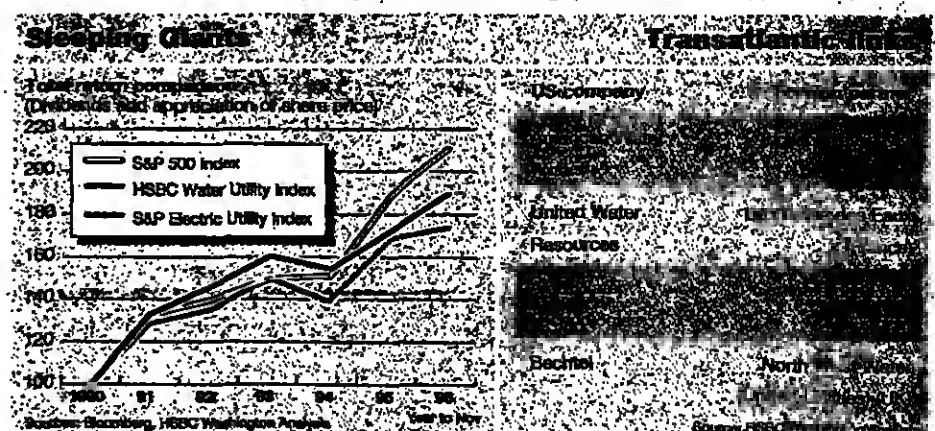
Handing the water system over to private operators is expected to save the city \$22.5m through the provision of more efficient services. Such contracts are becoming more frequent.

Mr Bill Baker at National Economic Research Associates, an international economics consultancy, says the savings reported by private operators who have taken over the running of municipal utilities range from 5 to 40 per cent.

Buffalo-type deals represent the tip of the iceberg of the US market's potential. Only 10 per cent of the \$60bn US municipal water market is owned or operated by private sector companies. The market's fragmentation into thousands of mostly small utilities offers scope for greater consolidation among existing players leading to economies of scale.

A number of US players have teamed up with British or French rivals, the industry's only true global players, to boost their expertise in areas such as sewage treatment as new opportunities emerge.

In the US so-called privatisation takes two basic forms:



"It's ironic the bastion of world capitalism seems slower than other parts of the world to pick up this trend towards private operators," says Mr Chris Mellor, finance director of the UK's Anglian Water, which operates in partnership with American Water Works.

Despite the relatively low rate of return of between 10 to 12 per cent that companies are allowed to make on their investment, the main attractions of the US market are its large size, steady profit stream and absence of political risk. The combination of regulated profits and slow growth has meant the sector has underperformed the rest of the stock market in the past few years.

But an increasingly loud wake-up call for the public sector comes from a combination of shrinking public budgets and rising environmental standards for drinking water and sewerage treatment. Private operators can take on much of the financial burden of meeting those standards and offer themselves as convenient scapegoats for unpopular rate rises sometimes needed to pay for new investment.

In the US so-called privatisation takes two basic forms:

outright sale of assets to private companies or granting of contracts to private operators to manage municipally owned assets. There are variations on both themes.

"This is typically American: if it's out there we've got it," says Ms Janice Beecher of the University of Indiana, a leading expert on the water industry.

Mr Robert Joseph, of EOS, a subsidiary of US Filter, says growing moves towards "privatisation" of both kinds owe a lot to the emergence of a "new breed of city mayors and managers who are impatient with the old way of doing things".

A further boost to private concessions comes from a little-noticed tax rule change by the Internal Revenue Service last January, giving municipalities an incentive to extend the duration of concessions, which are contracts to manage utilities, from five to 20 years.

As moves get under way to deregulate the electricity industry, the US water industry becomes more conspicuous as the last remaining monopoly.

A number of barriers still stand in the way of faster change. An uneven regulatory environment means the

rules vary not only from state to state but give municipal operators advantages over private sector companies. "We do not yet have a level playing field," says Ms Beecher. But she says the regulatory regime is poised for change.

The system, which involves capping the rate of return companies can make, has been criticised on two grounds. One is that it encourages unnecessary investment and the other that it is costly to operate for companies, involving price review negotiations with local regulators every year or 18 months.

But perhaps the most immediate obstacle comes from local politicians and labour unions who associate the arrival of private operators with job cuts.

They also point out that the most efficient municipal operators are capable of achieving the sorts of cost savings reported by private operators. But these are usually achieved under pressure from outside competitors in the first place, while private operators often promise not to cut staffing levels in order to secure contracts.

Leyla Boulton

CONTRACTS & TENDERS

GRAND DUCHY OF LUXEMBOURG



MINISTRY OF COMMUNICATIONS

Announcement of a tender for a licence to construct and operate a digital cellular communications network in Luxembourg

The Ministry of Communications hereby announces a tender for a licence to construct and operate a nation-wide digital cellular communications network in Luxembourg. The basic scope of the licence will cover frequencies in the GSM frequency band, although applicants will also be able to apply for an extension of the basic scope of the licence to cover the construction and operation of a nation-wide integrated GSM/DCS 1800 network.

One licence will be awarded based on a comparative evaluation of the applications filed by interested parties. A tender document sets out the procedures and requirements relating to the preparation, submission and evaluation of applications for the licence. As part of the tender process, a digital cellular licence will also be awarded to P&T Luxembourg (which is currently the sole authorised provider of public mobile communications services in Luxembourg) following its submission of an application in compliance with the tender document.

The tender document will be available commencing May 5, 1997. In order to obtain a copy of the tender document, interested parties should submit (in person or by mail) a written request for the tender document, identifying the name, address, telephone number and facsimile number of the person or entity making the request (and, if the request is being made on behalf of another person or entity, the name, address, telephone number and facsimile number of such other person or entity) to:

Ministry of Social Security, Transport and Communications
Reference: Dossier GSM
Attention: Mr. Michel Schmitz
26 Rue Ste. Zithe
L-2936 Luxembourg

Requests for the tender document must also include proof of payment of LUF 20,000. Payment must be made by banker's cheque (accompanied by a counterfoil identifying the name and address of the payor) to the following bank account:

Account no.: BCEE 1002/4425-6 at the Banque et Caisse d'Epargne de l'Etat Luxembourg
Beneficiary: Administration de l'Enregistrement et des Domaines, Caisse des Consignations, Service des Actes Judiciaires
Reference: Ministère des Communications - Dossier GSM

The banker's cheque should be delivered to the Banque et Caisse d'Epargne de l'Etat Luxembourg, 14 Avenue du X Septembre, L-2550 Luxembourg.

The deadline for requesting the tender document is 17:00 hours Luxembourg time on May 16, 1997. The closing date for the submission of completed applications for the licence is 17:00 hours Luxembourg time on July 28, 1997.

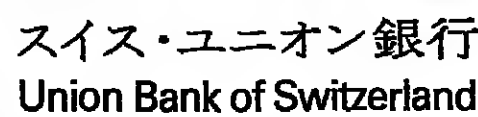
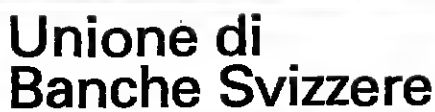
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Financial Times

BEST offs offs



Leslie Boulton

on

01-22-2001

NEWS: WORLD TRADE

Thai dilemma for tobacco companies

By Ted Bardacke
in Bangkok

Foreign tobacco companies are in a quandary over how to respond to stringent Thai health regulations which will require them to disclose the ingredients in their cigarettes. The Japanese and western governments plan to file a complaint at the World Trade Organisation, claiming discrimination, and the companies themselves may even pull out of the country.

The regulations, under discussion for nearly five years

and just approved by Thailand's health minister, Mr Montree Pongpanit, require tobacco companies to give the ministry a list of the ingredients in each of their brands.

Tobacco companies object because of fears over inadequate intellectual property protection. They worry that their ingredient list will end up in the hands of their competitors, including the powerful government-owned Thai Tobacco Monopoly, or even worse, international anti-smoking activists who

are keen to learn what exactly goes into a particular cigarette.

By law, the formulas are supposed to remain the property of the public health minister. But, with Thai governments continually coming and going (Mr Montree is the third public health minister in as many years), and intellectual property laws only weakly enforced, tobacco companies have grounds for concern.

Foreign companies are willing to provide a list of their ingredients by com-

pany rather than by brand and have approached successive ministers to have the regulations modified, without result. They still hope for a chance to negotiate before the regulations become law.

"We are happy to comply, we give out lists of ingredients all over the world now. But we have trouble with a certain style of disclosure," said one tobacco company executive. "We won't hand over our brand integrity to our competitors."

Some governments believe

the regulations may breach WTO rules because they do not protect intellectual property adequately and may discriminate against foreign tobacco companies in favour of the Thai Tobacco Monopoly. But with public opinion against the tobacco industry, western diplomats say there may no longer be the political will to bring the issue before the WTO, especially since the market for imported cigarettes in Thailand in 1995 amounted to only \$41m, about 5 per cent of the Thai market.



EU's deal with US averts food trade war

By Nancy Dunne
in Washington

The US and European Union have averted a transatlantic trade war over food in a last-minute agreement to accept each other's testing and inspection regimes.

The deal, agreed on Wednesday, covers more than \$1.5bn in US animal product exports to the EU and an equal value of EU exports to the US, according to US officials.

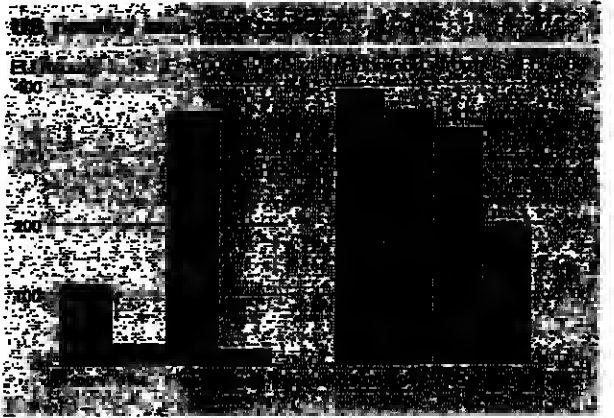
However, the two sides were unable to agree on a "retroactive equivalence" regime governing poultry. Both insisted the other's methods of testing and inspection were inferior.

The result will be a virtual ban on poultry exports from each side.

Since April 1, the original deadline for agreement, the EU has blocked US exports of red meat, poultry, eggs, dairy products and fish, worth an estimated \$125m a year. These will all be resumed, except for poultry sales.

The US had threatened to block \$90m worth of EU meat exports unless agreement was reached yesterday.

The objective of the veterinary equivalence agreement is to facilitate trade by recognising that each side can achieve equivalent - while not identical - levels of pub-



lic and animal health protection. American officials have complained that the EU has been pushing the US to adopt its more bureaucratic methods rather than accept equally safe US practices.

The US will now "delist" EU poultry establishments approved for exports to the US. The EU said this was "an unjustified action" against an industry which had made clear commitments to the US that it would comply with its requirements.

"The US action would be clearly in breach of its [World Trade Organisation] obligations, and the EU would have to consider the appropriate action to be taken."

US officials said they hoped eventually to agree on

poultry standards, and claimed that only a comparatively small amount of trade would be affected - \$50m in US poultry exports and \$1m in EU chicken parts sales to the US.

The EU said the US had refused the offer of a temporary arrangement governing poultry which would have allowed use of some antimicrobial treatments not permitted in the EU.

It would not have allowed the US practice of decontaminating poultry with chlorine rinses, which the US contends is safer than EU processes.

US poultry producers accused the EU of using the inspection standards dispute in a "blatant attempt to restrict competition from US poultry companies".

Keeping flag flying over Chinese trade

By Laura Tyson in Taipei
and John Ridding
in Hong Kong

Representatives from Taiwan and Hong Kong hold talks today on the thorny issue of shipping links after the British colony returns to Chinese sovereignty in July.

The main issue is which flags ships should fly on the routes between Taiwan and Hong Kong, since neither Taipei nor Beijing recognises the other as a legitimate government. Both sides are seeking agreement to remove uncertainty over the trade, which is the main economic link between Taiwan and the mainland.

Taiwan has authorised Mr Chang Liang-jen, deputy secretary-general of the semi-official Straits Exchange Foundation, to meet Mr George Chao, chairman of the Hong Kong Shipowners Association and Beijing's designated negotiator. Officials from Taiwan's policy-making Mainland Affairs Council and transport ministry are expected to be present at the talks.

Upon departing for Hong Kong, Mr Chang urged his Hong Kong counterparts to be practical. "The shipping matter should not be politicised," he said. Shipping sources in Hong Kong, however, said a further round of negotiations might be

needed to resolve issues ranging from the accreditation of documents and shore rights for crews.

Should this round fail to secure an agreement, further talks will be held in Taipei.

Taiwan is seeking to maintain the status quo in shipping links with Hong Kong, the channel through which more than \$90m in Taiwan investments have poured into China since the late 1980s when a political thaw prepared the way for an increase in unofficial Taiwan-China ties. The colony is also the conduit for Taiwan's rising exports to China.

Taiwanese shipping companies fear that failure to reach a compromise could bring vital bilateral shipping links to a halt.

Taiwan side will adopt a pragmatic attitude in a shipping link arrangement. We hope the Hong Kong side can face the talks with the same attitude.

Hong Kong-registered ships will fly the Chinese flag above the future Hong Kong flag after China assumes control of the territory on July 1 after more than 150 years of British rule.

Taipei has said it will welcome ships flying the red five-starred flag of the communist People's Republic of China - but only if Beijing and Hong Kong tolerate vessels flying the flag of the self-declared Republic of China on Taiwan.

China regards Taiwan as a renegade province and refuses to recognise the Republic of China government that has ruled the Nationalist redoubt since losing the mainland in a civil war in 1949 and fleeing to the island. Taiwan, which has banned direct links with China since 1949, has agreed to allow limited direct shipping with the mainland.

Under its scheme, mainland cargoes are not allowed to enter Taiwan customs, but can be processed at an offshore transshipment centre in the island's southern port of Kaohsiung for onward passage to third countries.

WORLD TRADE NEWS DIGEST

Hong Kong in copyright row

The Hong Kong government yesterday protested against a US decision to place the territory on a watch-list aimed at curbing copyright piracy. "Given the considerable and persistent anti-piracy efforts and initiatives the government has made, we consider it most unjustified to place Hong Kong on the watch-list," a spokesman said. He said the territory's customs had seized nearly 1m copies of suspected pirated compact discs, video compact discs, and CD-Roms last year, 164 per cent more than 1995. Their estimated value was HK\$47m (US\$6m).

Friction over the issue could ultimately lead to trade sanctions from the US, second only to China as Hong Kong's biggest trading partner. The Hong Kong government said its fight against copyright pirates would be helped by passage of the Copyright Bill, expected in June. After this, the customs commissioner would have the power to disclose information to copyright owners to help them establish infringement and pursue civil action.

The spokesman also cited increased co-operation with enforcement authorities on the mainland with the aim of preventing pirated products from entering Hong Kong. "A number of parallel operations have been mounted with relevant Chinese authorities at the border," he said.

John Ridding, Hong Kong

Macao-China bridge planned

A consortium of Chinese businessmen from Macao is planning to build a 38km bridge from the Portuguese enclave to neighbouring Hong Kong, a Macao government official said yesterday. The HK\$1.5bn (US\$1.7bn) project is expected to take four years, according to Mr Leonel Miranda, head of the Portuguese Co-ordination Commission.

Mr Miranda said the two delegations had also reached preliminary agreement on building a 4km bridge between Macao's Taipa Island and Hengin Island, located off the coast of the Zhuhai special economic zone in southern China. According to Mr Miranda, the bridge would extend the planned Beiliu-Zhuhai highway. He said the two sides understood the bridge would be completed by 1999, when Macao is to return to China.

John Ridding

Brittan berates Canadians

The European Union yesterday chided Canada for its lack of action against the US Helms-Burton law, which penalises foreign companies for doing business in Cuba. "We put our head above the block and Canada has declined to do so," Sir Leon Brittan, the EU trade commissioner, said.

The EU had threatened to challenge the US through the World Trade Organisation over the Helms-Burton law. Last month, the Commission reached a deal with Washington, under which the EU agreed to suspend its action in the WTO and the US government agreed to continue to suspend a key clause in the law. The two parties will continue to discuss the anti-Cuba law through the multilateral investment agreement under the Organisation for Economic Co-operation and Development, rather than pursue the debate through the WTO. "There'd been a sort of informal understanding of the division of labour, that we would go ahead under the WTO and Canada would go ahead under NAFTA," Sir Leon said. But Canada has hesitated to challenge the Helms-Burton legislation under the North American Free Trade Agreement.

Reuter, Toronto

NEWS: INTERNATIONAL

Internet proposal divides providers

By Louise Kehoe in San Francisco
and Frances Williams in Geneva

Internet access service providers are divided over a move to change the "naming" conventions of the World Wide Web through which companies and individuals register the addresses of their Web sites.

In Geneva, an international ad hoc committee formed by the Internet Society, a group representing technical and commercial Internet interests, yesterday pledged its support for a new self-governing system for registering Internet addresses and providing a global mechanism for resolving disputes.

Some 56 companies and other groups signed a memorandum of understanding supporting a new system. Another 23 have said they will sign later.

Among yesterday's signatories were MCI and Digital Equipment of the US, Telecom Italia and Sweden's Telia, while future adherents include France Telecom, the US's UNINET Technologies and the China Internet Information Centre.

However, many of the estimated 6,500 Internet access service providers, including some of the largest, oppose the new naming system.

Mr William Schrader, chief executive of PSINet, which carries an estimated 15 per cent of all Internet data traffic on its networks, said he had withdrawn his support for the proposal.

"The proposal is not approved until the entire Internet community approves it," he said, pointing out that new domain names would not be recognised by Internet service providers' computers until technical changes were made. Without their support the changes would not happen. Network Solutions, the US company contracted to the US National Science Foundation to register new Web site addresses, also opposed the changes.

Battle to succeed Rafsanjani takes shape

Iran's presidential election will see a real contest despite the mullahs' influence, reports Robin Allen

For all the odium heaped on it as a "terrorist" state, Iran has some democratic processes that are respected even by the regime's more unsavoury elements. These include national elections every four years for both the *majlis* (parliament) and the presidency. Official campaigning for the latter is about to start.

Senior western diplomats liken the control exercised by Iran's clerical hierarchy over certain key institutions to the power of Democratic party bosses in Chicago during the 1930s. "Nice and old-fashioned," one commented wryly.

Nevertheless, some features of Iran's electoral system are more liberal than even the US or Europe, and more advanced than all of the Arab states on the southern side of the Gulf.

Iran's voting age is 15, and suffrage is universal. Out of 270 members of Iran's parliament, 17 are women - as high a proportion as the last parliament in the UK. In fact, women may both work and drive in Iran, which they may not do in Saudi Arabia, for instance. (Iran's male taxi drivers have a saying: "Give a very wide berth to women drivers who smoke.")

The campaign to elect a new president on May 23 will be the fifth since the 1979 Islamic revolution toppled the Shah.

If last year's parliamentary elections are any guide, the turnout will be 75 per cent of the 32m electorate. A

run-off will take place six weeks later if no candidate gets more than 50 per cent of the vote on May 23.

Nearly 240 candidates, twice as many as in the last presidential election in 1993, have put their names forward. They are being screened by the Council of Guardians, half of whose members are appointed by Iran's spiritual leader, Ayatollah Ali Khamenei. Apart from vetting candidates before elections, the council can also annul results. "This practice," remarked one Iranian commentator, "is obviously the most undemocratic element in Iran's constitution." At the last elections all but four candidates were rejected for their lack of "practical belief" in Islam, or obedience to the Shia-inspired political system.

The winner will succeed President Hashemi Rafsanjani, the incumbent since 1989, whose second four-year term expires in August. He is constitutionally barred from standing a third time.

The favourite is Hojatollah Ali Akbar Nouri, speaker of the 270-member *majlis* and a former interior minister.

He is backed by Ayatollah Khamenei and other senior clerics, and by the majority conservative faction in the *majlis*.

Observers point out that Mr Nouri has made clever use of his official position as speaker to get constant publicity, most recently this month on his

Women voting in last year's *Majlis* election. A woman could run for president this month.

visit to Moscow, when he met Russia's prime minister, Mr Viktor Chernomyrdin, "and generally behaved like a future president".

Other candidates, who have no official position, are barred from campaigning until they have been approved by the Council of Guardians. That means they will have a maximum of two weeks to get the kind of nationwide publicity Mr Nouri has had since he was elected speaker last June.

His main rival is Mr Mohammad Khatami, a middle-ranking 54-year-old cleric who is backed both by left-wing groups and by the

Q-6, a centrist grouping of technocrats which was formed only last year to contest the parliamentary elections, and which now forms the second largest "alliance" in the *majlis*.

A feature of this election is that a woman is running for the first time. Azam Taleghani, a *majlis* deputy and expert on social issues, is the daughter of Ayatollah Taleghani, an important figure in the years of left-wing governments after the 1979 revolution.

According to Mr Gary Sick of New York's Columbia University, a specialist on Iran and member of former President Jimmy Carter's

National Security Council, the constitution is ambiguous about the legality of a woman standing for president. But if she is approved by the Council of Guardians, she could split support for Mr Khatami among younger female voters.

Whoever wins will have little opportunity for initiatives in either economic or foreign policy, however.

Parameters of the former are set by the 1995-2000 development plan, which foresees only gradual structural reforms, including reductions in state subsidies. These measures have already been passed by the *majlis* - "a bastion of eco-

Arab leaders gloomy on peace

By Mark Huband in Cairo

Arab leaders believe there is little hope of reviving the Middle East peace talks soon, partly because of Israel's failure to respond to US pressure.

After four hours of discussions in the Egyptian resort of Sharm El-Sheikh yesterday, Egypt's President Hosni Mubarak and Syria's President Hafez Assad, both bluntly betrayed the growing despondency among Arab leaders.

"Under present circumstances, no one can determine, with confidence or positively, if there will be peace or not," said Mr Assad, with characteristic candour.

He added: "There is nothing that can convince any Arab or non-Arab citizen that the doors of peace are open. Neither the statements nor the actions of the Israeli government indicated that their direction is that of peace. Until now, my opinion is that the doors of peace are closed."

Mr Assad's traditional scepticism of the current Israeli government's commitment to peace has generally contrasted with that of President Mubarak.

But yesterday's Egyptian leader appeared increasingly worried about the prospects for peace.

He said: "We are all wondering how to move the peace process forward before it becomes buried. We can see that there are problems between the US and Israel on this issue, but we are giving it time in the hope that the US can achieve something with Israel."

His comments implicitly acknowledge that direct attempts by Arab states, including Egypt, to soften Israeli policies are no longer seen as effective.

Mr Dennis Ross, US special Middle East envoy, will travel to the region next week to try to help the peace process back on track. The State Department said yesterday.

Rebels raise new doubts over Zaire peace talks

By Michele Wrong in Kinshasa

A US-arranged meeting between President Mobutu Sese Seko and the Zairean rebel leader, Mr Laurent Kabila, looked in doubt yet again yesterday, as the rebels challenged the terms of the agreement on which the meeting was founded and confusion reigned over its date.

A spokesman for the Alliance of Democratic Forces for the Liberation of Congo (AFDL) claimed that Mr Bill Richardson, the US trouble-shooter, had "misled everyone" in saying there were no preconditions for the face-to-face summit aboard a South African warship.

"We thought it absolutely important to get the record straight. We have agreed to go to the talks and so has Mobutu on condition that only his departure will be

subject to negotiations," said Mr Bixima Karaba, the AFDL's "foreign minister", reiterating the movement's long-held position.

"This was a prime condition for the talks and we are happy to know negotiations will start and Mobutu has agreed to come and negotiate. He comes knowing full well what the terms of negotiations are: his departure," he said.

The AFDL's hard-line position was unlikely to be accepted by Mr Mobutu, president for 32 years. Ensnared in his residence inside a military barracks, he has shown no signs yet of being ready to cede to western pressure to resign.

Analysts said the latest rebel statement could well scupper the deal announced on Wednesday by Mr Richardson, US ambassador to the United Nations, after two days of shuttling between

Kinshasa and the rebel-occupied city of Lubumbashi. Regarded as something of a diplomatic coup, the agreement was based on the premise that both sides would save their key demands - a ceasefire for Mr Mobutu's side and Mr Mobutu's departure for the rebels - for discussion. Complicating matters were apparent misunderstandings over what day was fixed. The summit is regarded as

the last chance for a peaceful solution before the AFDL attacks Kinshasa, the final chapter in its seven-month military onslaught. AFDL troops, who earlier this week seized the town of Kikwit, 400km east of Kinshasa, were yesterday reported to be advancing with armoured cars and heavy artillery, as the Zairean army withdrew, blowing up bridges to slow the rebels down.

Editorial comment, Page 21

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NEWS: UK

London would risk losing role of financial centre of Europe to Frankfurt, says chairman

BMW chief warns against shunning Emu

By Richard Adams, Economics Staff

The head of BMW, the German car manufacturer which owns Rover, has said that the UK will lose its role as Europe's leading financial centre if it stays outside a European single currency.

Mr Bernd Pischetsrieder, the group chairman of BMW, warned that British manufacturing would be harmed if the country did not take part in European economic and monetary union. He also said Frankfurt would take over from

London as the main financial centre in Europe.

"If Britain should stay out for a long time at the beginning, I think the financial capital of Europe will be Frankfurt, not London any more," Mr Pischetsrieder told the BBC World Service in an interview to be broadcast on Sunday.

Mr Pischetsrieder said the UK "must fight" to join a single currency, the first stage of which is due to start in 1999.

"Otherwise, the same thing will happen to British industry as happened about 25 years ago when

Britain did not from the beginning join the European market," he said. "We on the Continent faced competition from the beginning; [the UK] didn't."

Remaining outside a single currency zone would also hurt British manufacturing, Mr Pischetsrieder warned.

"This is very easily described. BMW will earn more money by exporting more BMWs to Britain, and Rover will increase its losses because they are already selling more than 50 per cent outside Britain, which means Britain will

be less competitive. "You can't increase local selling prices, so Rover is accumulating higher losses, and so is everybody else manufacturing in Britain," he said.

Mr Pischetsrieder, who was chairman of BMW when it bought Rover in 1984, has shown that he is not afraid to move manufacturing to more profitable sites.

He moved some of the company's production to the US to avoid high German labour costs.

This year, Mr Walter Hasselkus, the chairman of Rover, said that

the strength of sterling was a worry for Rover's exports. He warned that if the pound continued to move higher, Rover might have to obtain more supplies from outside Europe.

Late last year the British government gave BMW regional assistance worth £22.5m (\$36.45m) to ensure that a £400m car engine plant would be built by Rover in England rather than Austria. The plant is to produce 500,000 engines a year.

Editorial Comment, Page 21

IBM in outsource deal with retailer

By Peggy Hollinger in London

Asda, Britain's third-largest supermarket chain, has agreed to transfer all its internal computing work to International Business Machines in a £200m (\$324m) deal, one of the largest IT outsourcing deals in the UK.

The agreement comes less than three weeks after British Steel pulled out of negotiations over a £350m outsourcing contract with IBM, claiming the US group had failed to meet its commercial requirements.

Mr Allan Leighton, Asda's chief executive, said he was confident Asda would not encounter the same problems, and that detailed agreements had been signed after a year of negotiations. "There are very clear service delivery targets which will be reviewed constantly," he said.

Mr Leighton is understood to have received personal assurances from IBM's chairman, Mr Lou Gerstner, that the computer group would deliver on its pledges. Mr David Maki of IBM said British Steel's experience had forced the two parties to resolve "all the issues that could have divided us" in advance.

The deal would also help Asda to cut head office costs. About 200 Asda employees will be transferred to IBM, reducing the total staff at Asda's head office to 800. Mr Leighton said there would be no job losses. Recently Asda contracted out its internal auditing process to Arthur Andersen, the accountants. Analysts said that although the deal represented a marginal increase on average spending, there would be some benefits.

"It will not have a positive effect on the profit and loss account in the near term," said Mike Dennis of NatWest Securities. "But it will be over time."

Outsourcing is a rapidly growing market, estimated at £1.7bn a year in the UK alone and forecast to rise to £4bn a year by 2000.



Rooftop protests by anti-republican 'loyalist' inmates at Northern Ireland's Maze Prison (above) are expected to end after talks yesterday in Belfast, the region's capital. Security chiefs met politicians close to banned 'loyalist' paramilitary groups who claimed that prisoners' complaints about tighter rules had been met. The politicians rejected suggestions that bomb alerts in the centre of Belfast yesterday were linked to the prison protests.

High cost of 'economic terrorism'

A series of hoax calls by the IRA can have a bigger economic effect than a bomb

Bomb scares and small explosions have disrupted English main roads, airports and railway stations during the general election campaign. There have been injuries but no damage to match that caused in London's Docklands just over a year ago in the explosion that marked the end of the Irish Republican Army's 18-month ceasefire. But the costs of this recent form of economic terrorism may have been nearly as great.

After seven alerts in the past five weeks, the UK's haulage industry is facing a bill of at least £30m (\$48.6m), an estimate regarded as "highly conservative" by the Freight Transport Association.

The industry body, which represents haulage companies that own roughly half

the 420,000 trucks in the UK, only estimates the extra cost to run trucks caught in the gridlocked roads. It makes no attempt to assess the impact on the UK's 3m delivery vans or the train companies which have also suffered from the alerts.

"At the end of the day, who is going to pay?" asks Mr Clive Saviger, director of Colleshill Freight Services which operates 14 trucks from the West Midlands. "The whole point about this terrorist action is to try and force us to look to the government because there is no one else to blame."

Manufacturers and food retailers are likely to levy penalty payments if hauliers fail to meet strict deadlines. The tight delivery schedules imposed on road hauliers by large retail groups mean even short delays can lead to

a consignment being turned away by the customer.

"Ninety-nine per cent of our customers have booking slots," says Mr George Percival, planning manager at Eddie Stobart, one of the UK's largest hauliers. "If we are booked in for 10am but can't get there until noon, they will say they don't want the delivery and may rebook it to the next day."

Stobart, which has 605 vehicles in its delivery fleet, estimates losses from the recent series of IRA actions at hundreds of thousands of pounds. Customers such as Britvic and Coca-Cola, the soft drinks suppliers, require 99.6 per cent reliability of delivery over the year.

The impact on manufacturers may be overstated. One large car producer in the Midlands says its just-in-time stock management has

so far coped with the road delays. "It has caused some pain with parts like steering wheels and radiators, but it is not that critical," the company says.

Costs are far greater for train companies. Mr Richard Brown, managing director of train operations at National Express Group, says the disruptions hit leisure travel at Midland Main Line.

"We are concerned that families say they don't want to go to London from the Midlands because of the bombs," he says. "Trains have been quieter on Mondays and Fridays over the past fortnight."

From the IRA's perspective, its current campaign is justified in political and tactical terms. As well as winning huge publicity, it has stretched the resources of

police and security services at relatively small risk and expense to the IRA. Threats involve far less organisation than the planting of a bomb.

Economic terrorism has been part of the IRA's strategy for decades, but the sustained scale of the current campaign on the British mainland is unprecedented.

The hardest hit are the thousands of small haulage companies which have few options but to seek out the costs of the terrorism. Some have called for the government to relax inspections of drivers' tachographs following security alerts in line with current policy during severe winter weather. But few expect support.

Richard Wolffe
Charles Batchelor
Jimmy Burns

Survey predicts rise in use of intranets

By Paul Taylor in London

At least four out of 10 British businesses will be running a corporate intranet - a local computer network based on open Internet technologies - by 2002, says an independent report prepared for British Telecom.

The report, based on the analysis of interviews conducted by the Future Foundation with 1,000 British companies, reinforces the view in the IT industry that

the global market for intranet technologies will dwarf the Internet by the millennium.

However, it reveals that UK businesses are largely ignorant of the advantages of building intranets, and says the potential of intranets in Britain has been overshadowed by the hype surrounding the Internet.

Intranets are based on the open protocols and browser software of the Internet.

Advocates of the intranet claim it delivers rapid

returns on investment, cuts costs and improves communications and business processes.

The report says six per cent of companies are using an intranet, nearly 10 per cent plan to introduce the technology and a further 30 per cent expressed an interest in using it.

IT and sales and marketing were the departments within a company most likely to be using an intranet. The main perceived barrier to adopting an intranet

was price, although staff acceptance and training, and concern about security were also mentioned.

"The UK intranet market is estimated to be worth £1m (\$1.62m) by the millennium," said Mr Rupert Gavin, BT's director of Internet and multimedia services. "It is a technology that is being adopted fast in computer economies such as the US but has not received the same attention in the UK."

"For many businesses

intranets are likely to be of more significance than the Internet, but the survey shows there is still a lack of understanding of this new business tool."

Nearly a third of the survey's respondents admitted they had never heard of an intranet and a further 13 per cent said they had heard the term but did not know what it meant.

BT operates one of the largest intranets in Europe and says it made savings of £30m last year.

Agents who play both ends against the middle

Many footballers' representatives are trying hard to clean up their image, Jimmy Burns reports

The film *Jerry Maguire*, starring Tom Cruise as the eponymous US sports agent, speaks eloquently of love and loyalties among sportsmen and their representatives. But in English soccer at least, the real world of agents remains cut-throat and controversial.

A rare official glimpse into this world will be provided later this month when the Premier League is expected

to publish the result of an investigation into the transfer system that will confirm widespread links between leading clubs and agents. It will also show how agents can represent multiple interests, often drawing commissions from a player and the two clubs involved.

The three-year investigation was sparked by concern over the circumstances of the £2.1m (\$3.4m) transfer in

1992 of Teddy Sheringham from Nottingham Forest to Tottenham, but has been widened to cover dozens of transfer deals in recent years. In some cases, investigators are thought to have discovered that large amounts of money remain unaccounted for, having been received by neither the selling club nor the official agent involved.

Less of a mystery is a transfer deal involving Rune Hauge, the Norwegian football agent, and soccer manager George Graham, who in July 1995 was charged by the Football Association with bringing the game into disrepute. It was alleged that £425,500 Graham received from Hauge was part of money paid by Arsenal, the club he was then with, for the transfer of two non-British players, John Jensen and Pal Lydersen.

Mr Graham admitted taking the money but insisted it was an "unsolicited" gift. After an investigation, Mr Graham returned the money to Arsenal. He was ordered to pay an undisclosed amount of costs involved in the case and banned by the FA from all soccer activities for a year. Hauge is facing trial in Norway for alleged financial irregularities.

Since the Graham case, FIFA, world soccer's governing body, has introduced a licensing system for agents.

Liverpool University, in north-west England, is starting what is thought to be the world's first MBA in football industries next September, Simon Kuper writes.

Mr Rogan Taylor, the director of the university's football research unit, promises "a business course that also includes a considerable amount on the culture and history of the game."

The one-year MBA will offer courses ranging from marketing through organisational behaviour to "the social history of football in Merseyside [the Liverpool area] and in Britain". The business courses will be taught at Liverpool's Institute of Public Administration and Management.

The man in charge is unlike other MBA programme directors. Mr Taylor left school at 16, spent a year in Iraq, and for a decade wandered through Asia. He came home, went to Lancaster University, and ended up with a PhD on Siberian shamanism and the Faust legend. Later, at Leicester University, in the English Midlands, he began writing football books. His latest is on the great Hungarian footballer Ferenc Puskas.

Mr Taylor thinks students for the MBA will come chiefly from industries linked with football: companies which own football clubs, advertising and marketing businesses, football associations, local councils and the media. He hopes they will come from all over the world - students from outside the European Union pay higher fees.

They will have the chance to work at local clubs during their course. As the brochure states, the campus lies in the middle of one of the world's leading soccer cities.

of between eight and 10 unlicensed agents who, it believes, should be banned from operating for life. Fifa has 40 English agents registered compared with 28 in Spain, 22 in Germany and 19 in France, reflecting not only the high number of professional players in the UK but also the high revenues that the Premier division generates through sponsorship and television deals.

Agents' power can only grow as the Premier League becomes a potent force in European soccer and the Bosman ruling frees the transfer system. As Mr Mike Lee of the Premier League says: "Agents form part of the modern reality. What we want to do is put them on a proper regulatory footing."

No doubt about it. "Sensitive to such criticism, several licensed agents in the UK have defended their profession, and called for stricter regulation by Fifa. The desire to be seen to be cleaning up their act led more than 50 agents, about 18 months ago, to form the International Association of Football Agents (IAFA) to lobby for a stricter regulatory framework. One of its founders, Mr Dennis Roach, believes that the airing of the "bung" scandals is having a purifying effect.

"Players and clubs are becoming increasingly nervous about dealing with unlicensed agents," says Mr Roach. His association is preparing in the next two months to publish a blacklist

has been offset in part by stronger economic growth in the US and Far East. The headline purchasing managers index showed activity - a composite measure including output, orders and employment - picking up more quickly in April than March. But the expansion was slower than in the previous two months.

"This appears to be an almost perfect scenario for the manufacturing economy," said Mr Peter Thomson, CIPS director general. "There is steady growth, but it is not running away."

Robert Chote, London

UK NEWS DIGEST

Fidelity unit is fined \$324,000

The Securities and Futures Authority has fined low-cost broker Fidelity Brokerage Services £200,000 (\$324,000) for a collapse in the level of customer service after the introduction of a new computer system. The fine is the second largest ever imposed by the stockbroking watchdog.

FBS has agreed to pay the SFA's costs of £162,500. The regulator said that FBS had meanwhile suffered "a significant loss of revenue" during the six months from the end of last October that it was closed to new business. According to an SFA statement FBS has admitted that its operations and customer services were "significantly out of control" during the summer of 1996.

The broker, which belongs to the leading international fund management and broking group Fidelity Investments, has admitted a series of failures. These caused it to break two important rules set out in the rules imposed on authorised firms by the Securities and Investments Board.

Last year, FBS advertised extensively to lure new business into its self-select personal equity plans. Customers complained that FBS lost share certificates, bought and sold shares on their behalf but without their permission, and that employees repeatedly failed to return phone calls about errors.

Jonathan Guthrie, London

MATTEL

Production to move to Italy

Mattel, the US-owned toymaker, is to close its sole manufacturing plant in the UK and move production to Italy on grounds of cost competitiveness.

But yesterday Mattel said that by transferring production from the UK to Italy it would save the cost of running a large manufacturing plant.

Its Italian activities are based on subcontractors around Italy who make products for Mattel. "It means the Italian operation doesn't have the overheads of a large operation," said a Mattel spokesman. "The major issue is not having to run a large plant."

The UK plant, at Peterlee in northern England, was set up 20 years ago by Fisher Price, which Mattel acquired in 1985. Mattel said the plant, which makes Scrabble and larger toys including garages and bubble blowers, would have needed major conversion to move its output towards smaller products, such as electronic items which are now in increasing demand. Chris Tighe, Newcastle-upon-Tyne

CROSS-BORDER BROADCASTING PLAN

More Irish state TV for N Ireland

Radio Telefís Éireann, Ireland's state-owned television company, could soon be received in two out of every three homes in Northern Ireland under a deal with the UK which is expected to be signed soon. RTE has been allocated a frequency by the British authorities to transmit direct into Northern Ireland.

RTE, the Irish state broadcaster, is already received in about 30 per cent of households in the north through a technical overspill of its regular service to viewers in the Irish Republic. If final agreement is given, RTE's Northern Ireland transmissions could be running by July.

The issue has long been a bone of contention between London and Dublin, with Irish officials arguing that if Northern Ireland Protestants had more exposure to Irish programming, they would have a less jaundiced view of life in the Irish Republic.

The issue is also a commercial one, as both BBC Northern Ireland and more particularly Ulster Television, which like RTE relies on advertising revenues, are now available in 70 per cent of homes in the Irish Republic since the advent of cable. John Murray Brown, Dublin

REGULATION

Call for single watchdog

Mr Peter Rogers, chief executive of the Independent Television Commission, called yesterday for the creation of a single regulatory body for UK television to replace the present range of bodies with overlapping responsibilities.

At the moment there are separate regulatory bodies for commercial television, the BBC and the Welsh language channel. Complaints about taste, decency and fairness are handled by the Broadcasting Standards Commission, formed from a merger between the Broadcasting Complaints Commission and the Broadcasting Standards Council.

With an increasing number of channels and rapid changes in technology, Mr Rogers said there was now "a need for a thorough overhaul in the structure of television regulation."

The ITC was responsible for regulating new BBC commercial services provided on cable and satellite and soon to be provided for digital terrestrial. Yet many of the programmes on the new channels had already appeared on either BBC 1 or BBC 2 and had already been regulated by the BBC itself.

Raymond Shaddy, London

MANUFACTURING

Domestic demand lifts sector



Activity in Britain's manufacturing sector accelerated last month as growing demand from domestic customers more than compensated for the weakness of export orders. The latest purchasing managers' survey from the Chartered Institute of Purchasing and Supply showed factory output orders increasing in April, but at their slowest rate for almost a year. Export orders have been weakened by the strength of the pound, although the impact of sterling's 16 per cent rise since last August has been offset in part by stronger economic growth in the US and Far East. The headline purchasing managers index showed activity - a composite measure including output, orders and employment - picking up more quickly in April than March. But the expansion was slower than in the previous two months.

"This appears to be an almost perfect scenario for the manufacturing economy," said Mr Peter Thomson, CIPS director general. "There is steady growth, but it is not running away."

Robert Chote, London

REGIONAL GROWTH

Channel link 'will boost jobs'

Some 50,000 jobs are expected to be created in the south-east England county of Kent by 2008 as the result of improved communications because of the Channel tunnel between England and France and the siting of the UK's largest out-of-town retail centre at Dartford, according to a survey sponsored by the county council.

The county's economy is forecast by accountants Ernst and Young to grow at an annual rate between 2½ per cent and 3 per cent with up to 6,000 jobs being created by construction later this year of the Channel Tunnel Rail Link. Estate agent Cluttons says that commercial property rents are rising in the county as firms are attracted to the region by improved transport connections to mainland Europe.

Andrew Taylor, Dartford

Lloyds Bank Registrars

announce the result of the poll conducted at the Annual General Meeting of

BG plc

held on Wednesday 30 April 1997 at the National Exhibition Centre in Birmingham

is as follows:

Resolution 14

Appointment of Mr Noel Falconer

Votes in favour: 413,941,348

Votes against: 1,517,497,339

The Resolution was therefore defeated.



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مركز من الأخبار

Delegates who gathered at the annual convention of the Institute of Directors at the Albert Hall in London last week were asked to address what for some may have been an uncomfortable observation.

Stuart Hampson, chairman of the John Lewis Partnership, said: "It cannot be right that in most businesses, incentives and rewards are focused on senior management and high fliers who, through bonuses and share options, reap a disproportionate share of the company's success."

Hampson suggested that undue emphasis was placed on the salaries of those at the top. "Does the smooth talking of the chief executive or the finance director really move the share price forward or is it the fundamentals of the whole workforce's competence and commitment?" he asked.

These were searching questions for the audience. Hampson had no doubt about the answer. "If it's worth a company's while to produce a generous package to make a chief executive feel valued and motivated, it

Employee share ownership fosters understanding and mutual respect, says Richard Donkin

Sharing the action without conflict

must be worth the company's while to do the same at other levels of the business," he said.

Those who are not convinced by Hampson's argument might take a look at the new UK employee ownership index published this week by Capital Strategies, a corporate finance company which specialises in employee share ownership plans (Esops). It measures the relative share price performance of UK quoted companies which have more than 10 per cent of their issued share capital held by or for employees other than directors.

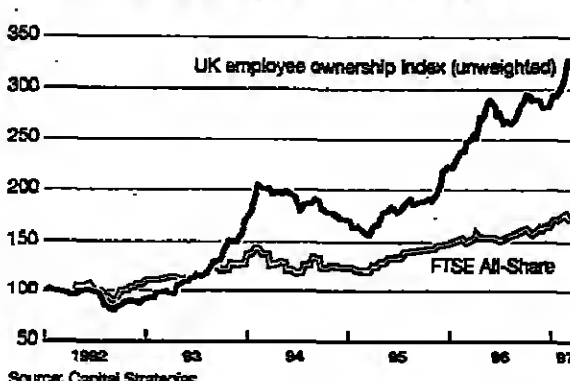
Shares of the 30 companies in the index have outperformed the FTSE All-Share index by 39 per cent since its inception in January 1992.

Various caveats are attached to the index. There is a strong weighting towards transport and support services, two sectors which have tended to

outperform the market. But the same cannot be said of 350 companies listed in a similar index run by American Capital Strategies, an affiliate of the UK company, which monitors a much broader range of quoted companies. It found an investment in a basket of securities in public companies with more than 10 per cent broad employee ownership between 1992 and 1995 would have seen a return of just over 80 per cent compared with just under 49 per cent across the Dow Jones Index.

The Esops movement in the US grew rapidly after a statutory framework was laid down in 1974, supported by various tax benefits. According to the National Centre for Employee Ownership, the US now has almost 10,000 plans covering some 11m employees and controlling about \$150bn (£92.5bn) of corporate stock. Another \$100bn is held by other

Companies with Esops outperform



forms of employee ownership. The centre says that employees now control about 6 per cent of US corporate equity.

Some 1,500 US companies have a majority ownership of employees. Among the largest of these are Public Supermarkets, United Airlines, Science Applications and Avis, the car rental company.

Jeffrey Pfeffer, professor of organisational behaviour at Stanford business school in the US, says in his 1994 book, *Competitive Advantage Through People*, that employee ownership has two important advantages. There is less conflict between capital and labour, and it encourages employees to take a long-term view of the business and

its investment policies.

The US has witnessed far greater involvement of trade unions in employee share transactions, not something which has been hitherto encouraged in the UK. But this may be about to change. Earlier this year, the Trades Union Congress significantly shifted its posture towards encouraging employee shareholdings and at least one union has had discussions about employees taking shares in a UK business.

One problem for the TUC, as yet unresolved, is its ideological opposition to privatisation. Nigel Mason, managing director of Capital Strategies, says that had it not been for trade union reticence, employees could have had a far greater share of the British Rail sell-off.

Many of the companies with large employee shareholdings offer employees a role in decision-making. Companies such as F1 Group, the UK outsourcing

and information and technology services company, have demonstrated that employee involvement fosters greater understanding and mutual respect between employees and management.

"We find that the motivation of our staff is very high," says David Best, finance director. Between 75 and 100 of the company's 900 employees, he says, have personal shareholdings in the business each worth more than £50,000.

Not all businesses with large employee shareholdings have been able to maintain employee involvement to the degree that they may have once envisaged. National Freight Corporation, which bought itself out from the state sector using employee shareholdings, has seen its employee holdings diluted by rights issues in the past few years. Employees now own less than 10 per cent of the company.

coming of age in the US. It only seems a matter of time before the movement begins to take a greater hold in the UK.

Internet CVs

The University of Edinburgh Management School is claiming to have stolen a march on many of its fellow business schools by putting the CVs of its MBA students on the Internet.

Richard Kerley, director of the MBA course, believes the Internet has several advantages over the printed career book used by most business schools. It can be easily updated, for example, and can be taken out of circulation if the student gets a firm job offer. Contact is made with the students through a Post Office box number to prevent any possible harassment or abuse of the system.

While there are other websites featuring students, Kerley believes the Edinburgh site is one of the newest and most accessible. It may prove a model for others to follow.

The website address is: <http://www.ems.ed.ac.uk/yearbook/>

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- Fluent in French, Arabic and English
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A leading international banking group seeks urgently to strengthen its prestigious Middle East and North Africa division by the appointment of two dynamic senior bankers.

Director Corporate Banking

- This senior position is for an Arabic speaking international banker with excellent business development and relationship skills.
- In-depth knowledge of a wide range of commercial banking products including trade finance is a requirement.
- Fluency in French is a distinct advantage.

Director Project Finance

- This key role demands proven technical expertise in the structuring, negotiation and execution of complex financing transactions.
- Extensive knowledge of the petrochemical and power sectors is essential as are highly developed analytical and modelling skills.
- Familiarity with the Middle Eastern and North African region is desirable.

These are demanding roles which offer the opportunity to make a significant contribution within a prime banking institution. The successful candidates will be highly motivated professionals used to working to tight deadlines and able to communicate effectively at board level. The fully comprehensive compensation package will reflect the importance placed on these senior positions.

Please send your career details in strict confidence to Brian Jarvis or Philip Wright, Devonshire Executive, 7 Birch Lane, London EC3V 9BY. Tel: 0171 626 2150. Fax: 0171 626 2092. e-mail: exec@devonshire.co.uk

Devonshire executive

A Member of The Devonshire Group plc

Global Capital Markets Regional Business Manager Trading Floor

Director Level Appt.

Excellent Salary Package

Our client is one of North America's leading banks, providing a wide range of products across the corporate and investment banking sectors. As part of a strategic plan, they are undergoing substantial growth in many of their divisions. In 1996, they more than doubled their net income, reflecting the strength of their core trading, underwriting and brokerage activities and the positive contributions from new business lines, such as financial products and high yield financing.

As a result of this expansion, they now require a Business Manager to facilitate the effective running and business development of the Global Capital Markets Group. Key features of the role will include:

- The management of existing Global Capital Markets Business Managers.
- Ensuring that the needs of Global Capital Markets London trading and sales desks receive efficient infrastructure and co-ordinated service delivery.
- Co-ordination and communication with the business management team, ensuring synergy exists amongst the regions where Global Capital Markets are conducting their businesses.

The role will be part of the Global Capital Markets business management team and will

work closely with colleagues globally to achieve optimal service levels from non-revenue producing areas such as finance, operations and technology.

Candidates will be high calibre professionals with strong communication skills and presence, they should have:

- Excellent command of trading room products.
- Management experience, ideally from a dealing or operational environment.
- Sound command of the local regulatory, tax and legal environments.
- Previous experience of liaising with technology and risk management business.
- Consultancy/finance backgrounds are of particular interest.

This is a rare and challenging opportunity to work within a dynamic environment, supporting a demanding trading room and offers excellent career opportunities.

Interested candidates should contact Karen Gay at Michael Page City on 0171 269 2303. Alternatively write to her enclosing a full CV at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649. Please quote reference 347703.



Michael Page City

International Recruitment Consultants
London Paris Frankfurt Hong Kong Singapore Sydney

Six figure £ salary
+ bonus + benefits

Global Developing Markets

London

IT Strategy and Implementation

Critical new appointment for an unusually talented IT professional offering a unique perspective of a business employing 12,000 people in over 77 countries, a division of a leading international banking group. Unparalleled opportunity to translate business requirements into a workable IT strategy designed to strengthen the Group's position as the premier provider of commercial and investment banking services to developing markets.

THE ROLE

- Contribute to the overall global technology strategy for the Division and prepare implementation plans for specific application areas, reporting to the Head of Technology and to business products heads. Ensure plans are aligned with business priorities and expectations.
- Work with regional delivery teams to implement change in accordance with the plans. Manage development budgets, direct key global projects and maintain relationships with partners and suppliers inside and outside the bank.
- Develop industry-leading levels of IT competence and best practice within the Division. Maintain awareness of new trends in technology and the IT capabilities of key competitors worldwide.

THE QUALIFICATIONS

- Graduate, preferably also MBA, with at least ten years' experience managing multi-country change projects of over \$10 million, gained either as a consultant, systems integrator or IT manager in a fast-paced international service environment, ideally banking.
- Knowledge and experience of banking applications including customer service/delivery, sales and marketing, treasury/capital markets, loans or infrastructure delivery would be a distinct advantage. Experience of solution design essential.
- Tough, energetic self-starter, a 'global citizen' able to operate with minimal support anywhere in the world. Good communicator with multicultural sensitivity and well-developed influencing skills. Flexible and prepared to travel extensively.

Leeds 0113 230 7774
London 0171 298 3333
Manchester 0161 499 1701

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref: FT 128047L,
16 Cornhill Place,
London WC2 20D

EMERGING MARKETS



SEARCH & SELECTION

Head of Moscow Office

Our client is a global investment bank with a long-standing commitment to Eastern Europe and Russia. It is one of the leading arrangers of equity and debt issues in the region where it is known for its innovative approach to capital markets mandates. As part of its Emerging Markets strategy the bank will be expanding its operations in Russia with the opening of an office in Moscow. The bank is seeking to recruit a number of professionals to spearhead this expansion.

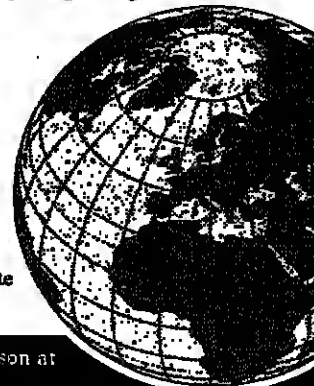
The immediate requirement is to identify an individual to head the operation. This is a challenging role in one of the world's most exciting financial markets and will involve the development of the Russian business which is currently being managed from London.

The appropriate candidate will be:

- A dynamic investment banker with a minimum of 3 years of experience in raising finance through both the equity and debt capital markets.
- Able to originate, manage and execute capital markets and advisory mandates.
- Able to represent and market the bank among corporate clients and government officials.
- A Russian national or fluent in the Russian language.

Additionally the bank welcomes applications from other candidates with experience in corporate finance and equity analysis.

In the first instance, please send your CV in complete confidence to: Ms Tatu Oksanen-Jon at Emerging Markets Search & Selection Ltd, 12 Masons Avenue, London EC2M 4BT. Telephone: 44-171 600 4744 Fax: 44-171 600 4717 Email: tatu@emss.co.uk



CJA

RECRUITMENT CONSULTANTS GROUP
2 London Wall Buildings, London Wall, London EC2M 4SP
Tel: 0171-583 3588 or 0171-583 3576
Fax No. 0171-256 3501

Key member of Corporate Finance team, with prospects to develop wider European responsibilities.



SENIOR MANAGER ACQUISITION FINANCE

CITY

£55,000-£70,000 + Bank benefits

MAJOR INTERNATIONAL BANK

We invite applications from graduates, ideally with an MBA and at least 3 years experience in corporate banking, which must include the generation of acquisition finance through MBOs, LBOs and HLTs - requiring a detailed understanding of cash flow modelling and purchase price evaluation. Excellent computer skills are essential. This team operates mainly in the UK and Continental Europe, including the Nordic countries, Switzerland and Italy, therefore up to 25% overseas travel should be expected. As a recognised market player and a senior debt provider, reporting to an AGM, you will be responsible specifically for marketing and, as a team leader, for credit assessment, legal documentation and completion of analyses for each transaction. A significant deal generating capability is essential as are senior level contacts and a record of consistent business growth. Initial base salary negotiable £55,000-£70,000 + bonus, company car and banking benefits. Applications in strict confidence, under reference SM6227/FT to the Managing Director, CJA.

ANZ Investment Bank

The Emerging Markets division of our Global Investment Bank is seeking to appoint to a new position on the trading floor an experienced

OPTIONS TRADER

London

£ Attractive Package

The Role

Running proprietary and market-making Emerging Markets Options books

Offering option liquidity to internal and external Clients

Opportunities to expand the role and business

The Person

Proven track record with a minimum of three years running an Options Trading Book within a key international bank, or two years as a second trader on an Options Book

Outstanding high achiever, degree educated ideally with a strong numeric bias

Self starter, independent with superior communication and team playing skills

Interested candidates should forward a full and detailed curriculum vitae to:

Karen Lawry - Human Resources, ANZ Banking Group Limited,
Minerva House, Montague Close, London SE1 9DH

هكذا من النجف

IFAD
International Fund for Agricultural Development
(United Nations)
Rome, Italy

seeks
Programme Development Officer (Resource Strategy) P4/P5

DUTIES AND RESPONSIBILITIES: Under the overall direction of the Assistant President and the direct supervision of the Deputy to the Assistant President and the Programme Director of the Economic Policy and Resource Strategy Department, the incumbent will perform the following duties as a member of a team responsible for development and implementation of a resource mobilization strategy as a part of the Fund's corporate strategy. Analyse the overall environment related to the official development assistance and the policies and future trends; participate and assist in analysing IFAD's programme of work and its resource requirements to support such programme of work; collaborate with other IFAD units in identifying possible gaps in the resource requirements of the Fund; assist in developing and implementing strategies, plans and marketing proposals to diversify the sources of funding, including non-traditional donors and the private sector; play an active role in the actual process of resource mobilization including the replenishment of IFAD's core resources; in collaboration with the Lead Strategist and Research and Analysis Officer, assist in developing and maintaining a fund raising information system, including the development of IFAD's database on donors, their development programmes, transfer of official development assistance (whether as donor or recipient), geographic and thematic areas of focus, etc. Supervise, coach and counsel support staff working with him/her. Perform other related duties as required.

QUALIFICATIONS AND EXPERIENCE: MA in Economics or MBA with 10 years' experience in resource mobilization in an international organization. Knowledge of issues on project and programme development for poverty eradication. Intimate knowledge of or work experience with major bi-lateral donors an asset. Advanced computer skills. Ability to work within a team. Ability to communicate effectively and establish dialogue. Clear and concise drafting skills. Excellent English. Good working knowledge of French highly desirable.

SALARY RANGE FROM: USD48,019 to USD74,873 per annum, plus post adjustment from USD12,300 to USD19,170 per annum.

INITIAL DURATION: 2-year fixed term
ENTRY ON DUTY: As soon as possible

Please send 2 copies of detailed curriculum vitae in English to:
Personnel Division, IFAD, Via del Serafico No. 107, 00142 Rome, Italy
Fax No. +39 6 5043463 - E-Mail: a.chang@ifad.org

Deadline for applications: 13 June 1997
APPLICATIONS FROM WOMEN CANDIDATES ARE PARTICULARLY ENCOURAGED

Additional information on IFAD can be obtained from the Internet at:
<http://www.unicef.org/ifad/home.html>

Financial Services Adviser

The application of sound financial advice to Poland, Russia, former Yugoslavia (except FYR Macedonia) and Albania, is an essential element in the assistance provided by the Know How Fund (KHF) to these countries.

Working with colleagues to ensure consistency of approach, your role will be to advise the Joint Assistance Department (JAD) which runs the KHF, on strategy and projects, assisting with country and sector missions and policy issues as well as identifying, appraising and implementing specific financial services projects. You will also be involved in a wide range of additional activities, including: advising on the appropriate UK resources and personnel needed to carry out assignments and participate in selection boards and bid evaluation; working with the Financial Adviser (Privatisation) on certain capital market projects and on privatisation of financial services companies; and providing guidance to the JAD and other Financial Services Advisers on the design and supervision of projects concerned with regulation of investment businesses, capital markets, insurance companies and pensions funds.

This is a uniquely challenging position: your work programmes will take approximately 150 days a year, involving you in monitoring and reporting on projects through meetings in the UK and regular visits to each country and reporting back to the relevant section heads and desk officers.

You must be able to demonstrate considerable expertise in the technical and personnel aspects of the financial services sector, coupled with first-class written and verbal communication skills, excellent organisational ability and a knowledge of, and willingness to travel within, Eastern Europe. The post is for one year in the first instance. Your reward will be a financial package comprising fees of up to £75K together with reimbursable expenses of around £40K. Applicants should either be UK or Recipient Country nationals.

Please send your CV, together with a covering letter of no more than 2 pages, stating why you are the best person for this position, to: Mr Alan Walker, Room AE364, Overseas Development Administration, Abercrombie House, Eaglecliff Road, East Kilbride G75 8BA, fax: 01355 843327 by 16 May 1997. ODA is committed to a policy of equal opportunities and applications for this post are sought from both men and women.

ODA

OVERSEAS DEVELOPMENT ADMINISTRATION
BRITAIN HELPING PEOPLE TO HELP THEMSELVES

ASSOCIATE
London

Our client, one of the world's leading international financial institutions, requires an Associate to join their European Investment Banking Group. The position is responsible for fixed income and equity finance, mergers/acquisitions in the European power and gas industry and European retailing industry.

Applicants must have:

- A strong first degree in Economics and Corporate Finance.
- At least three years' experience in Investment Banking with dual industry focus on debt, equity, M & A for both European utilities and retailing sectors.
- Experience in cross border fixed income, equity finance and corporate M & A products.
- Experience in both European and U.S. investment banking.
- SFA Registration.

If you have the necessary skills and experience, please send your full CV, which will be forwarded to our client, to PA Advertising Limited, 2 Caxton Street, London SW1B 0QE. Please quote Ref: JH07 on the envelope and letter. Address to the Secretary Manager if listing companies to which it should not be sent. Closing date: 9th May 1997.

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STRUCTURED FINANCE OFFICER
CITY

An challenging position has arisen in our Structured Finance department which is involved in project finance, and asset-backed transactions including aircraft finance.

As an additional team member, the postholder will be involved in computer modelling, sensitivity analysis, credit analysis, monitoring the department portfolio and contribute to the development of the department.

The role offers great variety and an opportunity for a credit-trained graduate with experience of one or more of the areas above, to broaden and develop his/her experience base within the international banking arena.

Please send your CV with a note of your current salary-
Dominic Grealy, Personnel Manager,
The Sunning Trust & Banking Co., Ltd,
155, Bishopsgate,
LONDON EC2M 3XU
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Asset & Structured Finance
Marketing/Business Development

Superb Salary Package

Continued growth gives rise to the need for outstanding finance professional to take up marketing and transactional role within this successful international firm.

THE COMPANY

- ◆ London-based team structures and arranges big-ticket asset and structured finance for blue-chip domestic and international clients.
- ◆ Small, highly professional team of proven performers. Outstanding reputation for innovation and excellence.
- ◆ Continuing development of international network and European and UK product base has led to expansion.

THE POSITION

- ◆ Key member of London team taking lead role in the marketing and closing of innovative financing transactions. Initiate new business opportunities.
- ◆ Utilising market knowledge and transactional experience, assist in the structuring of new products at cutting edge of asset and structured financing.
- ◆ Develop strong relationships with existing/potential clients and professional advisors. Liaise closely with team members.
- ◆ Graduate, with strong academic record and preferably a further qualification with taxation and/or finance focus. Experience of asset and/or structured finance transactions essential.
- ◆ Proactive marketer. Ability to grasp quickly and implement business objectives. Confidence in ability to handle business at senior levels.
- ◆ Entrepreneurial self-starter coupled with strong communication skills. Lateral thinker. Team player.

Please send full cv, stating salary, ref FS61204/R, to NBS, 10 Arthur Street, London EC4R 9AY
Fax 0171 623 1525 Tel 0171 623 1520

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Fax No. 0171-256 8501

A career appointment and front-line commercial rôle in a rapidly expanding group.

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SURREY

COMPETITIVE SALARY + SIGNIFICANT BONUS + CAR

INTERNATIONAL FINANCIAL TRADING GROUP

Our client generates profit through investment in selected property situations through a range of innovative transactions and is now expanding its operations. The day to day management of the UK property business will be largely at the discretion of this individual, who will be responsible for the formulation of investment recommendations. The successful applicant will be responsible for creating the deal flow, financial and market analysis of the transactions and the execution of high value opportunities in this very competitive market, as well as oversight of asset management and responsibility for the P&L consequences. We invite applications from degree educated candidates, preferably ARICS, with a minimum of 5 years' experience in the UK property market in a principal investment rôle or as an investment advisor, or possibly in development. An extensive network of contacts in the UK property market and knowledge of property financing techniques is essential. The position calls for a high degree of independent thinking, adaptability and the ability to conduct trades with minimal assistance. Applications in strict confidence under reference PT6190/FT to the Managing Director, CJA.

Senior Marketing Executive
European Equity Institutional Asset Management
City Based £ Attractive

Our client is the investment management group of a leading international bank with approximately \$100 billion funds under management. They enjoy a formidable global reputation and have established a strong record of success with a diverse range of both UK and international clients. Due to growing portfolio and market demands the European equity team now seek to recruit a highly talented professional marketer.

The role encompasses marketing developed and emerging European pooled and segregated products globally, but primarily within Europe, and will report directly to the Heads of the European Fund Management team.

Key responsibilities will include:

- Generation of new sales and marketing concepts with the aim of winning new funds.
- Developing and enhancing key relationships with intermediaries, new business prospects and investment consultants.
- Liaising internally on a global basis in order to establish an effective distribution of European equity products.

Candidates will be of graduate calibre, with significant experience of marketing fund management services. They should be numerate and display a good level of understanding of equity fund management. Experience of other business cultures and fluency in a second European language would be desirable. Due to the nature of this product overseas travel is an essential component of the role. This is essentially an opportunity for a well-presented, experienced sales professional with excellent communication skills wishing to develop their career within a leading fund management institution. As the role is a demanding one, the appointed individual will demonstrate excellent levels of self-motivation, enthusiasm and tenacity.

An attractive salary package will be offered to the successful candidate commensurate with the level of experience.

If you believe that you have the ability to succeed within a competitive and dynamic environment, please call Elizabeth Arthur on 0171 491 4650 for an informal confidential discussion or alternatively write to her, enclosing an updated curriculum vitae (including full salary details), at SC Stephenson Cobbold, 21 Arlington Street, London SW1A 1RN.

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Faxer votre curriculum vitae à Lisa Watkins 00 44 171 894 7608, ou poster à:

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One America Square, London EC3N 2JT
Attn: Lisa Watkins, Head of Human Resources

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Appointments Advertising

appears in the UK edition every Wednesday & Thursday and in the International edition every Friday.

For information on advertising in this section please call
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Bank Analysis for Emerging Markets

Attractive Salary & Banking Benefits City

Moscow Narodny Bank is a British Bank which has been based in London for over 75 years and has offices in Singapore and North America and a subsidiary in Moscow.

Due to continued expansion, we are now looking to strengthen the Bank Analysis functions of our Credit & Risk team.

You will be involved in analysing and reporting on a wide variety of banks, including many within the former Soviet Union, and will be required to play a key role in the development of this important function.

You are likely to have substantial Bank Analysis experience and first class analytical ability, complemented by excellent oral and written communication skills.

For a self-motivated individual there is considerable opportunity to make a significant contribution in this position and thus substantially enhance your career as well as personal development.

If you feel that you have the necessary qualifications and experience please write to Mr John Glover, Assistant General Manager, Moscow Narodny Bank Ltd., 81 King William Street, London EC4P 4JS.

Moscow Narodny Bank Limited

Finance a \$227 billion group across Europe

Associate - Project Finance

GE Capital is one of the world's leading financial services companies, with global assets over \$227 billion. Our European Capital Markets Group is responsible for supporting GE Capital and GE businesses and selected third parties in arranging Project and Trade Financings in Europe, the Middle East and Africa.

The chance to develop from support into management.

Based in London, you will provide general support to the Managing Director and his team in the following key areas:

- Creation and management of financial models for project financings
- Bank/Investor memoranda drafting for project financing
- Market research on countries, currencies, financing structures and bank risk policies to help optimise financing plans
- Preparation of financing proposals to support GE Capital investment and sales opportunities



USA

- Liaison with overseas offices to research export credit agencies support for projects.

Building on your 2-4 years' experience.

This position represents an exceptional career opportunity for an ambitious business or finance graduate, ideally an MBA, with 2 to 4 years' finance (ideally project finance) experience. Confident communication skills are vital, together with numeracy, PC literacy and the ability to work independently. You should also be eager to travel overseas.

The rewards.

As well as excellent training and career prospects, there will be an exceptional remuneration package, commensurate with your experience and the importance of the role. To apply, please write, enclosing CV, to Kathy Woodhouse, GE Capital Europe Limited, Clarges House, 6-12 Clarges Street, London W1Y 8DH.

GE is an equal opportunity employer.

*Not connected with the English company of a similar name.

GE Capital Europe

Our client is a highly successful integrated global investment bank, placed in the top echelons of its peer group. This institution has a strong reputation in international equities and is ambitious for the growth of its established equity derivatives business.

SENIOR EQUITY DERIVATIVES SALES

BASED LONDON - EXCELLENT PACKAGE

This is an excellent opportunity to develop and expand the bank's international institutional client relationships, selling global listed and OTC equity derivative products.

Responsibilities will include:-

- Account management of an existing client base
- Development of new business relationships
- Involvement in team management and in the overall strategy of the sales team
- Development of cross selling opportunities
- Supporting junior team members
- Co-ordination of derivative sales with the equity business

For further details, please telephone Ben de Haldwang on 0171 628 5550 or fax your cv on 0171 628 5551. Alternatively write to him with your full career details to:

RICHMOND & CO

5 ST HELEN'S PLACE, BISHOPSGATE, LONDON EC3A 6AU.

AAA-rated

City

The London Branch of BAYERISCHE LANDESBANK is recruiting a

Senior Project Finance Officer

to be a key member of the Project Finance Team.

You will assume responsibility for a number of accounts and take an active interest in the development of the portfolio. Emphasis will be placed on arranging new deals and on analysing deals shown by the market.

You will be a good communicator with the tenacity to complete complex transactions and have at least three years' project finance experience gained in an international bank or in industry.

Please reply with C.V. giving full details of career to: The Personnel Manager, Bayerische Landesbank, Bavaria House, 13/14 Appold Street, London EC2A 2AA.



Bayerische Landesbank
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Major International Energy Company

FINANCIAL TRADING LAWYER

NO ENERGY EXPERIENCE REQUIRED

OUTSTANDING REMUNERATION PACKAGE

Our Client is a key division of one of the world's largest vertically integrated energy companies, with revenues of \$13.2 billion per annum and world-wide assets of \$16 billion.

A pivotal sector of the group's global operations, our Client is pursuing a progressive merchant business strategy in the UK and Europe. It now seeks a senior financial trading lawyer to join its close knit legal team at its Central London offices. You will advise, in a national and international context, on all aspects of the division's swaps and other financial derivative contracts with leading trading houses, banks and corporations. You will focus on energy commodity derivatives, but will also deal with interest rate, currency, equity and credit derivative products.

You will have gained at least 6 years' post-qualification financial trading experience in a major financial institution, City law firm or energy company (energy experience is not essential). You will be a hardened negotiator, pro-active, imaginative and capable of working closely with senior management in this fast moving environment.

In return, you will be offered excellent career opportunities and an outstanding salary, bonus and benefits package.



For further information, in complete confidence, please contact Greg Abrahams, Stephen Rodney or Rebecca Errington on 0171-405 6062 (0171-266 5601 evenings/weekends) or write to them at Quarry Douglall In-House Legal, 37-41 Bedford Row, London WC1R 4JH. Confidential fax: 0171-831 6394.



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Portfoliomanager/in

Das Aufgabengebiet umfasst hauptsächlich folgende Tätigkeiten:

- Analyse und Handel von festverzinslichen Wertpapieren mit Schwerpunkt Deutschland und Kontinentaleuropa sowie im Euromarkt
- Analyse und Durchführung von Transaktionen im Swapbereich
- Erarbeitung und Umsetzung von Anlagekonzeptionen innerhalb eines globalen Rentenportfolios
- Weiterentwicklung des Anlageinstrumentariums
- Mitwirkung bei der Festlegung der Gesamtanlagestrategie

Sie sollten über ein abgeschlossenes wirtschaftswissenschaftliches Studium oder eine Bankausbildung verfügen und langjährige Berufserfahrung im Portfoliomanagement, im Rentenhandel oder in der institutionellen Kundenbetreuung nachweisen können. Selbstständigkeit, Verantwortungsbewusstsein und Engagement setzen wir ebenso voraus wie gute analytische und konzeptionelle Fähigkeiten. Darüber hinaus sollten Sie aufgrund Ihrer bisherigen Berufserfahrung ein sicheres Marktgespür entwickelt haben. Aufgrund unserer internationalen Tätigkeit sind gute Englischkenntnisse zwingend erforderlich. Wir bieten Ihnen eine interessante Tätigkeit in einem innovativen und dynamischen Team. Selbstverständlich erhalten Sie ein der Aufgabe angemessenes, leistungsgerechtes Einkommen sowie beachtliche Sonderleistungen. Wenn Sie sich für diese verantwortungsvolle Tätigkeit engagieren möchten, senden Sie bitte Ihre vollständigen Bewerbungsunterlagen unter Angabe Ihrer Gehaltsvorstellungen an unsere Personalabteilung.

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GROUP TREASURER

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- A leader in its niche of the financial services sector, with an enviable track record of profitable growth and several high profile shareholders. Well-positioned to take advantage of changes in its market and enjoy further growth, both organic and through acquisition.

- Reporting to the Group Finance Director, your brief is to develop a professional treasury/risk management function from scratch that actively contributes to the success of the company.

- Wide ranging role, with key responsibilities that include investment strategy, foreign exchange, banking relationships, cash management and accessing capital.

- Probably in your early thirties and ACT qualified, you will have a demonstrable track record of progression within blue chip organisations, and will be ready for the challenge of a start-up situation. Banking experience is a prerequisite but could have been gained in a leading consultancy.

- Strong technical and numerical skills are essential. Must be able to operate autonomously within a culture that is young, fast-moving and demanding, and where the rewards are high for a job well done.

Please apply in writing quoting reference 1403 with full career and salary details to:
Susan Ryder
Whitehead Selection
11 Hill Street, London W1X 8BB
Tel: 0171 250 2043
http://www.gbmz.co.uk/whitehead

Whitehead
SELECTION

A division of Whitehead Mann Ltd.
a Whitehead Mann Group PLC company

Debt Capital Markets

Associate and Analyst Opportunities

Deutsche Morgan Grenfell is the investment banking arm of Deutsche Bank and a leading provider in Debt Capital Markets. The business forms part of the Bank's Global Markets division with a presence in over 30 countries worldwide. Continuing growth and success has created a number of excellent opportunities for career minded graduates.

The Role

Working from our London office you will provide research and support to the group's senior executives working on a broad range of debt funding and derivative proposals. You will work closely with them on all aspects of the group's activities, particularly cross-border transactions.

Your Background

You will be a graduate with at least one year's relevant capital markets experience. You will be familiar with the debt origination process and possess a developed understanding of fixed income, bank capital and derivative products. You will be client oriented and able to build effective relationships, at all levels, both internally and externally. Flexibility, initiative and a quality focused mindset are pre-requisites for the role.

A second language in addition to fluent English would be advantageous but is not essential. Opportunities are however offered requiring fluency in one or more of French, Italian and Spanish.

London
April
1997

Please write enclosing a full curriculum vitae and covering letter, quoting reference RKC: 1187/1188 to:
Robert Kimbell Consulting, 8 Red Lion Court, London EC4A 3EB.
All direct or third party responses will be forwarded to Robert Kimbell Consulting.

Deutsche Morgan Grenfell



مكتبة الأصيل



DePfa-Bank Europe plc

DePfa-Bank Europe plc is a wholly-owned subsidiary of Deutsche Pfandbrief- und Hypothekbank AG, Germany's largest private mortgage bank. Based in the International Financial Services Centre, the Dublin operation is a fully licensed Irish bank and currently has assets in excess of DM14 billion. DePfa-Bank Europe is a key player in the pan-European sovereign public sector lending market. Its business has grown substantially in Dublin in recent years and this growth is expected to continue, necessitating two appointments.

BUSINESS DEVELOPMENT MANAGER

The role

- develop close relationships with clients and intermediaries in a number of European countries
- represent and market DePfa at international conferences and meetings
- negotiate, price and structure debt instruments
- assist in the preparation of credit applications and the negotiation of loan documentation.

The person

- a minimum of five years' relevant experience
- exceptional interpersonal skills and self-confidence with the ability to initiate and manage ongoing client relationships
- highly motivated and committed to a team approach
- some knowledge of a second European language would be an advantage.

This is an ideal opportunity for a banking professional to join a prestigious European banking group in a senior client relationship role. The remuneration package will fully reflect the importance of this role.

Applicants may contact, in confidence, Tom Yeaton at +3531 668 4346 or e-mail tom.yeaton@pe-consulting.com or forward career details to him at PA Consulting Group, 10/12 Lansdowne Road, Ballsbridge, Dublin 4, Ireland or via fax at +3531 668 1771.

Recruitment • Human Resources
Change Management
Information Technology

PA Consulting Group
Creating Business Advantage

Quality
Marketing • Strategy
Performance Improvement

CREDIT ANALYST

The person

- a minimum of three years' relevant experience of credit analysis in a significant lending institution involving detailed financial and economic assessment
- strong computer skills and knowledge of financial modelling
- an excellent communicator
- highly motivated; committed to a team approach.

The role

- evaluation of potential counterparties and continuous monitoring of counterparty and market risks
- preparation and presentation of credit applications to Credit Committee
- development of research resources
- support and development of portfolio management policies and procedures.

The position offers considerable scope for an experienced analyst with financial appraisal expertise as well as strong research skills in a very important function within the Bank.

VENTURE CAPITAL

Gresham Trust is one of the UK's longest established providers of investment capital for management buy-out and expansion capital transactions. With over 100 investments and funds under management totalling in excess of £200m, we are now seeking to recruit an executive to join our portfolio management unit.

Reporting to the Director of the unit, the successful candidate's key responsibility will be to liaise with investee companies and act as Gresham Trust's non-executive director where appropriate. The portfolio embraces a wide variety of companies and the unit's remit includes working closely with investee companies to add value and achieve successful realisations.

Applicants should ideally be in their late 20s/mid 30s.

Possible backgrounds include:

- venture capital
- corporate finance (from investment banking, commerce or accountancy)
- acquisition finance

Overall, the successful candidate must be able to demonstrate an ability to influence and work alongside the top management of investee companies. Strong interpersonal skills and commercial awareness will therefore be essential attributes.

An attractive remuneration package, including bonus and full range of benefits, will be available for the right candidate.

To apply, or for a preliminary discussion, please write or telephone Anthony Jones or Edward Amies, Career Plan Ltd, 33 John's Mews, London WC1N 2NS. Tel: 0171 242 5775. Fax: 0171 831 7623. Any applications submitted directly to Gresham Trust will be forwarded to Career Plan.

GRESHAM TRUST

EQUITY CAPITAL FOR MANAGEMENT

Financial Analyst – Technology

Leading US Investment Firm

Excellent Salary Package

West End

Superb career opportunity for Financial Analyst specialising in technology to join the Investment Banking team of this expanding organisation.

THE COMPANY

- Highly regarded US firm with well-established presence in the UK and substantial capital resources.
- Global activities, acknowledged product and market expertise, particularly in technology.
- Firmly committed to growth of European investment banking business. Reputation for creative and innovative approach.

THE POSITION

- New role, reporting to the Senior Vice President, Investment Banking.
- Key position on newly created Investment Banking team, specialising in the technology sector.

Please send full cv, stating salary, ref FST0406, to NBS, 10 Arthur Street, London EC4R 9AY
Fax 0171 623 1525 Tel 0171 623 1520

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NBS Selection – Financial Services



Selection and Search

A NBS Resources plc company

ISO 9002 Registered

Compliance Officer

Corporate Advisory

City

Excellent Package

Our client is one of Europe's leading investment banks with an enviable record of business innovation and growth and a clear mission to become a premier global integrated investment bank. Its Corporate Advisory business delivers high quality advice to many of the world's largest corporations, governments and government agencies, as well as fast growing smaller companies. It benefits from an unrivalled combination of global reach, a world class advisory track record, strong corporate relationships and formidable financing power.

As a result of internal reorganisation, our client is now seeking a talented and proactive individual to act as Compliance Officer to its European Corporate Advisory business. Reporting to the Chairman of this business and the Managing Director Compliance, the successful candidate will be responsible for maintaining strong relationships with the regulators and with legal advisers to the business and providing advice and support to business managers, particularly with regard to transactions. In addition, the

position carries responsibility for ensuring the delivery of high quality compliance and technical training and the development of technical standards.

Candidates will probably possess a legal qualification and have had, as a legal adviser or practitioner, significant experience in the M&A/corporate advisory field. Strong communication and relationship building skills, a confident and assertive manner and a 'hands-on' approach are essential.

This is an excellent opportunity either for a compliance professional wishing to further his/her career in a firm which is a leader in mergers and acquisitions, or for a lawyer or similarly qualified individual wishing to maximise his/her experience with a move into industry.

Interested applicants should write to Sue Lister at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH, quoting reference 346763. Alternatively, telephone her on 0171 269 2308 for an initial discussion.



Michael Page City

International Recruitment Consultants
London Paris Frankfurt Hong Kong Singapore Sydney

ANALYSTS – INVESTMENT BANKING

London

Excellent Package

Due to the unparalleled growth and expansion of its global business, Merrill Lynch is looking for additional analysts to join its Investment Banking team in Europe.

As part of a team you will be required to work on a variety of transactions, including initial public offerings, restructurings, privatisations, mergers and acquisitions and other corporate strategies.

Working with colleagues from other speciality groups as well as senior bankers from your own, you will be expected to provide quantitative, technical and logistical support in preparing presentations and executing transactions.

Your role will encompass financial and investment analysis, so an ability to undertake complex financial modelling is essential.

You will have at least 18 months relevant experience within a leading financial institution or management consultancy firm. In addition, you must have a 1st or upper 2nd degree from a leading university. European languages would be advantageous, although not essential.

To reply, please submit a full CV plus covering letter to:

Mark Ellis, HR Officer, Merrill Lynch Europe Plc, Ropemaker Place, 25 Ropemaker Street, London EC2Y 9LY. Applications must be received no later than 13th May 1997.

Merrill Lynch
A tradition of trust.

UK EQUITY & FIXED INTEREST INDICES

London

Up to £30,000 + Bonus + Benefits

Owned jointly by the Financial Times and London Stock Exchange, FTSE International is a small, fast growing company specialising in the calculation of indices. FTSE is looking to recruit a manager to head up the team which calculates its UK equity and fixed interest indices. This includes the FTSE 100 and FTSE All-Share indices and related statistics.

You must have extensive knowledge of the UK equity and fixed interest markets together with experience of data management. Having good communication skills, you will need to lead the team in a challenging and changing environment. You should possess a degree or equivalent financial qualification, and have effective PC literate and database administration skills.

Interested candidates should write with full CV, quoting current compensation to:

Paul Grimes
FTSE International
St Alphage House
Podium Floor
2 Fore Street
London EC2Y 5DA



EDITOR, EUROPE & THE MIDDLE EAST

BASED CENTRAL LONDON

Part of the Economist Group, and a world leader in its field, the Economist Intelligence Unit provides information and analysis to international businesses.

We are seeking an editor for our publications Investing, Licensing & Trading Conditions Abroad and Financing Foreign Operations, covering Europe and the Middle East.

You will be responsible for developing and managing a network of correspondents and delivering edited reports to high standards within tight deadlines and an agreed budget. Ideal candidates will have an in-depth knowledge of the business/financial environments in the region, grounding in basic macroeconomic principles, strong editorial skills and the ability to organise their own work and that of others.

Please write, stating current salary and enclosing a full cv, to Richard Cloughton, Group HR Executive, by Wednesday 14 May 1997, at the address below.



THE ECONOMIST INTELLIGENCE UNIT
15 REGENT STREET
LONDON SW1Y 4LR

Compliance Officer, Raymond James & Associates

Raymond James & Associates is seeking a Compliance Officer to be based at the firm's London branch. The successful candidate will be part of the firm's continuing effort to develop international financial products and services for global distribution and will be responsible for individual country jurisdictions (licensing, business practices, etc.) within the European community as well as in areas such as Eastern Europe, the Middle East and Africa.

The Compliance Officer will be the point-of-contact to the SFA and other SRCs (such as ISMA, NASD, etc.) and will assist in coordinating the implementation of the Investment Services Directive (ISD) and the Capital Adequacy Directive (CAD) for the European businesses of Raymond James. Furthermore, the candidate will be responsible for ensuring all branch and individual licenses are up-to-date and relevant, creating client documentation as required in each jurisdiction, preparing initial analyses for the international credit committee and coordinating with all international outside counsel.

The successful candidate will have relevant compliance experience and knowledge of the financial services industry and regulators in Europe and the United States. Legal experience or qualification is preferred. Excellent communication skills and the ability to function as a member of a team are required.

Raymond James & Associates is a subsidiary of Raymond James Financial (NYSE:RJF) located in St. Petersburg, Florida, with international offices in Brussels, Düsseldorf, Geneva, London, Luxembourg, Nyon and Paris, as well as Mumbai, India and Johannesburg, South Africa.

We offer excellent salary and benefits. Interested applicants should forward a curriculum vitae in confidence to:

RAYMOND JAMES
CASSIDIAN INC.
Member New York Stock Exchange

Terry Bedford, Senior Vice President
880 Carillon Place, St. Petersburg, Florida, 33716 USA
FAX 01 813-573-8365

Raymond James & Associates, Inc. Regulated by SFA

ACCOUNTANTS and IT consultants, who have international experience in conversion to IAS in the banking context, sought by top quality international consulting firm. Excellent remunerations. Send CV to: PO Box 16574, Washington, DC 20041 USA.

APPOINTMENTS WANTED

Direct Marketing
pro with bank, ad agency and management consulting exp.
15 years in national U.S. consumer financial services.
Seek challenge in the UK.
Call J.T. 001-801-942-3087.

Equity Analyst Support Services

The combination of the skills and resources of Dresdner Bank and Kleinwort Benson has created a leading force in international investment banking. As Dresdner Kleinwort Benson we are set to be among the very top institutions dominating the global investment banking sector. Our Research Department provides a coordinated, structured research product viewed as pre-eminent amongst UK and European Fund Managers.

The position of Equity Analyst, covering companies in the Support Services sector, will require you to:

- Conduct in-depth industry financial analysis.
- Communicate your research and advice on the sector and individual companies to our sales professional and clients.
- Be responsible for the development and maintenance of client relationships.

You will be a graduate with 2-3 years experience in equity analysis, fund management, corporate finance or within the support services industry (e.g. technology outsourcing). You will be keen to take on responsibility quickly and to contribute fully to a cohesive research function. This is an excellent opportunity for a young professional to make a real impact and career prospects will reflect this.

Interested candidates should write to our retained consultant, Annabella Humphries at BBM Selection, 76 Watling Street, London, EC4M 9BJ. Tel: 0171 248-3653, Fax: 0171-248-2814. Applications should be received by 14 May 1997.

All applications will be dealt with in the strictest confidence.



Dresdner Kleinwort Benson

Member of the Dresdner Bank Group

Leading U.S. private security organization wishes to expand in England and Western Europe creating opportunities for high-caliber professionals with security or investigative experience.

Please respond in confidence to:
Box #A5411
Financial Times
Number One Southwark Bridge
London, England SE1 9HL

Les Echos

The FT can help you reach additional business readers in France. Our link with the French business newspaper, Les Echos, gives you a unique recruitment advertising opportunity to capitalise on the FT's European readership and to further target the French business world. For information on rates and further details please telephone: Toby Finden-Crofts on +44 171 873 4027.

EQUITY CAPITAL MARKETS

Manager - Russian and CIS £28,000 + Bens
Our Client, one of the world's leading Investment Banking Institutions, invites applications from fluent Russian speakers for the above position.

The Role:

- will include the comprehensive analysis of business opportunities in Emerging Europe, specifically Russia and the CIS;
- will be initially based in London, and involve working with Marketing Officers on the origination and execution of equity mandates throughout the region;
- includes the preparation of marketing documents and client proposals in English and Russian to tight deadlines.

The Person:

- will have an academic background in International Economics;
- will possess a minimum of two years capital markets experience, acquired in a Law firm or Investment Bank, which will include research, structuring, and the issuing of securities throughout the region, specifically including Russia;
- will have the ability to communicate fluently in Russian, English and ideally one other European language;
- will have considerable knowledge of the legal and regulatory requirements of the Russian Federation in relation to the issuance of securities, and first hand experience of living and working in Russia or in the CIS.

To apply, please post or fax your full curriculum vitae, including details of current remuneration, to either Sean Carr or Richard Lyons. Applications will only be forwarded to this client. Please indicate clearly any organisation to which your details should not be sent.

CARR LYONS

Search & Selection Limited
Warfield Court, 29 Throgmorton St.,
London EC2N 2AT Fax: 0171 628 2400

ACCOUNTANCY APPOINTMENTS

CHIEF FINANCIAL OFFICER

FAST GROWTH BUSINESS TO BUSINESS SECTOR

HONG KONG

c. \$75,000 + FULL EX PATRIOT PACKAGE
+ SIGNIFICANT STOCK OPTIONS + BONUS SCHEME

• Established in 1995, our client has exhibited fantastic growth in the business to business services sector. Turnover has grown from start up to US\$200 million, the company currently employs 450 staff and services 500,000 customers.

• The principal market area for our client is South East Asia. Already well established in Australia, the company has firm strategic plans to penetrate other major economic zones in the Pacific Rim area.

• A CFO is now required to control and drive the company's financial position during the next major growth phase. Our client plans to obtain a full NASDAQ listing towards the end of this year.

• The successful candidate will be a chartered accountant supported by a good first degree and must be able to demonstrate a significant record in the financial management of fast growth international businesses. Previous listing experience would be an asset.

• Open-minded and flexible, you will possess the ability to take a strategic view of an international business, as well as having the tactical implementation skills required in this fast growth area.

• Most important are personal qualities which must include drive, maturity and self confidence, coupled with outstanding communication skills and the flexibility required for extensive travel throughout South East Asia.

Please apply in writing quoting reference 1405 with full career and salary details to:
Whitehead Selection
11 Bill Street, London W1X 8BB
Tel: 0171 290 2043
http://www.whitehead.co.uk/whitehead

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a Whitehead Group PLC company

FINANCE DIRECTOR

BREAKTHROUGH TECHNOLOGY - PREPARING TO FLOAT

LANCASHIRE

c. \$70,000 + BENEFITS/EQUITY POTENTIAL

• Rare opportunity for a 'hands-on' finance professional to play a lead role in taking a high potential engineering business to market. Key subsidiary of a major, successful PLC. The venture has had success well beyond expectations and has generated considerable interest from major global manufacturers.

• It is intended to float by early 1998 in order to raise capital to enable the company to gear up for contract development and production. Overall brief is to provide authoritative leadership and direction in all aspects of financial management to underpin this step change and contribute towards building shareholder value.

• Particular emphasis on establishing and upgrading financial systems, contracts and disciplines. With the Chairman and Managing Director, play a pivotal role in bringing the company to market. Compensation on a

broad commercial front to the overall development of the business.

• Role calls for a commercial, qualified accountant, probably aged 30-40 with a proven track record gained within manufacturing, industrial or a similar environment with substantial experience of long cycle contracts. Must possess a record of enhancing business efficiency and performance.

• First-hand exposure of working with City institutions either raising new funds or flotation is preferred. Experience of designing data capture systems, interfacing with engineers and negotiating with suppliers and customers is essential. Strong IT skills are a pre-requisite.

• Pragmatic and results-driven with the stature and credibility to handle City relationships. Potential to grow with the job and company as the position develops.

Please apply in writing quoting reference 1401 with full career and salary details to:
Phil Bainbridge
Whitehead Selection
11 Bill Street, London W1X 8BB
Tel: 0171 290 2043
http://www.whitehead.co.uk/whitehead

Whitehead
SELECTION

A division of Whitehead Management Ltd,
a Whitehead Group PLC company

COMMERCIAL ACCOUNTANT BLUE CHIP CORPORATION

CENTRAL LONDON

This \$1 billion turnover International Services Group can boast an impressive track record of achievement over the last three decades. Long admired for the calibre of its people, the average age of its 4000 employees is around 34 thus ensuring a vibrant and energetic atmosphere. Operating in North America, Australia, the UK and South East Asia recent initiatives have been implemented which will take the organisation successfully into the next millennium.

This key appointment has materialised at an exciting and critical time in the Group's development. Working in the European Head Office, the role is an outstanding opportunity for an ambitious accountant. The specific duties will be broad-based and varied involving exposure to a variety of the Company's operations.

The successful individual will assume responsibility for the following:

- Preparation of Annual Financial Statements (both under UK and International GAAP)
- Identifying and implementing improvements to the Financial Information Systems
- Tax and Treasury management
- Liaison with the Company's external advisors
- Ad hoc projects.

Candidates will be qualified chartered accountants either still in public practice or with a maximum of two years' commercial experience.

Strong communication skills, coupled with the desire to work within a lean

commercial organisation with little of the bureaucracy that cripples its competitors, are essential.

As one would expect of an organisation of this stature, career prospects are unparalleled, including the opportunity to transfer internationally.

If you seek to join this commercial, high performance environment, then please contact Janet Arnold ACA at Robert Walters Associates for an informal discussion on 0171 379 3333. Alternatively send a curriculum vitae and a covering letter confirming why you are suitable for this position to her at 10 Bedford Street, London, WC2E 9HE. Fax 0171 915 8714.

E-mail: janet.arnold@robertwalters.com

ROBERT WALTERS ASSOCIATES



LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG STONEY WELLINGTON AUCKLAND

FINANCE MANAGER

Bristol
We are looking for a Finance Manager to join our team in Bristol. The successful candidate will be responsible for the financial management of the company, including the preparation of financial statements, budgeting, and financial forecasting. The role also involves managing the company's financial resources and ensuring compliance with relevant regulations. The Finance Manager will be a key member of the senior management team and will report directly to the Managing Director. The successful candidate will have a minimum of 5 years' experience in a similar role and will be a qualified chartered accountant. The role offers a competitive salary and benefits package, including a pension scheme and a company car. If you are interested in this role, please send your CV to: **WHEATIE THOMAS HODGINS PLC**, 100, The Quadrant, Bristol, BS1 1TH. Tel: 0117 326 1234. Fax: 0117 326 1235. Email: recruitment@wth.co.uk

WHEATIE THOMAS HODGINS PLC

UK Finance Director

LEADING ENTERTAINMENT GROUP

North West of London (Close to M25)

£60,000 - £80,000 - Bonus - Pension - Quality Car

Our client is the UK Retail subsidiary of one of the World's leading media, entertainment and retailing organisations. They have in excess of 700 outlets in the UK, offering an innovative and unique format. Their brand is a household name and they are poised to power ahead through a program of change designed to take advantage of exciting new technological developments.

This is an important and exciting period for the company and the new Finance Director will play a major role, driving financial performance.

Reporting to the UK Managing Director and as a member of the Senior Management team, you will be fully involved in key aspects of the strategic and operational development of the business.

You will be responsible for the management and direction of the Finance Team, providing commercial finance support to all functions of the business ensuring that the team are customer focused at all times. This will comprise the provision of a range of financial and business analysis including the evaluation of promotional and marketing projects.

The individual we are seeking will be a qualified accountant, preferably from a retail or FMCG background. You may already have

experience as a financial director or be seeking your first appointment at this level. You will be pragmatic and resilient to change, combining excellent interpersonal and financial skills.

The company offers outstanding prospects throughout the organisation in the UK and internationally. There is an excellent package including a performance related bonus scheme and additional benefits one can expect from a position at this level.

Please contact Paul Goodman at GMS, Goodman Masson Shaw, Crusader House, 145 - 157 St. John Street, London EC1V 4QJ Telephone 0171 336 7711 Fax 0171 336 7722 E-mail: recruit@gmsps.co.uk

Please quote reference: PG/MER

GOODMAN MASSON SHAW

Financial Search And Selection

DIRECTOR OF FINANCE AND OPERATIONS

Well Established Global Brand

West London**c £60,000 + Car + Benefits**

Our client is a US listed manufacturer and distributor of premium label consumer goods, positioned as a performance brand with a global appeal and reputation synonymous with quality, durability and innovation. Recent restructuring and subsequent strengthening of its European focus has created this exceptional UK role for a commercially mature and operationally skilled Finance Director who will be a crucial member of the senior management team. Partnering the local Managing Director, your brief will be to proactively manage all financial, commercial and operational challenges and opportunities.

THE POSITION

- Work with the UK Managing Director to devise strategic plans and work on business development opportunities that ensure the delivery of financial and operating goals.
- Lead and develop the finance and operations teams and ensure the continued integrity of all financial and operational reporting.
- Co-ordinate finance and operations involvement with the annual budget and forecast updates.
- Undertake responsibility for all operational areas including customer services, supply demand and information systems.

QUALIFICATIONS

- Qualified Accountant, ideally aged between 35-45.
- Proven man manager, with a track record in team building and development.
- Experience of complex inventory management and distribution, preferably in an international consumer goods environment.
- Customer facing, externally focused and profit driven with a strong eye for detail to ensure numeric consistency.

Interested candidates should write, enclosing full career and current salary details, to the advising consultants Richard Wilson or Fiona Makowski, at Questor International Ltd, 3 Burlington Gardens, London W1X 1LE. Please quote reference 2227. Tel: 0171 292 8300. Fax: 0171 287 5457. E-mail: richard@questorint.com



QUESTOR INTERNATIONAL

Group Financial Controller**Essex****c £50,000 + Car + Benefits**

Our client is one of the UK's leading business-to-business publications and information services providers. Built on solid foundations, this long established business is very profitable and highly acquisitive, with full stock exchange listing planned in the near future. The growth in the business and changing regulatory environment has led to the separation of financial control from management reporting. This change in structure leads to a newly created requirement for a commercially driven Group Financial Controller.

- Reporting to the Financial Director and working closely with the Head of Management Information & Planning, the key tasks will include:
- Management of the financial reporting in accordance with statutory requirements.
 - The management, development and motivation of the accounting team.
 - Responsibility for effective financial control over the business.

- Management of change created by the need to integrate acquisitions.
- Tax and treasury management including working capital and cash flow forecasting.

The successful candidate will be a graduate calibre qualified accountant with at least four years post qualification experience, preferably within a publishing environment. Ideal applicant will have previous financial controllership experience, proven management skills and strong communication, presentation and interpersonal skills, with the flexibility to work within a fast moving environment.

Interested candidates should forward a comprehensive CV, including details of current salary and day time telephone number to David Trapnell, Michael Page Finance, Centurion House, 136-142 London Road, St Albans, Herts AL1 1SA. Please quote reference 347905.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

Dynamic Accountant**City****£ Excellent Package**

Our client is one of the Top 15 City fund managers. They have £23 billion under management in 25 countries covering all asset classes.

The culture of this organisation is dynamic, entrepreneurial and meritocratic which is truly reflected in the working style.

Our client is looking for a 3-4 years post qualified accountant with the following attributes:

- Impressive work experience from either the profession, a blue-chip organisation or a financial institution.

- Experience of managing people.
- Strong numeracy skills.
- A confident, credible personality in order to interact with both clients and senior management.
- A strong commitment to developing a career within a constantly evolving organisation.

If you consider that you meet the above criteria, please send or fax your full curriculum vitae including remuneration details to Joanna Adolph at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LH. Fax 0171 405 9649 or telephone 0171 269 2341.



Michael Page City

International Recruitment Consultants

London Paris Frankfurt Hong Kong Singapore Sydney



ELECTROLUX FOODSERVICE EQUIPMENT (UK)

Finance Director**Birmingham****£40,000 + Car + Substantial Bonus + Bens**

Electrolux Foodservice Equipment is a highly successful division of this £12 billion turnover household name Group, providing commercial catering equipment and related services. Electrolux FSE (UK) Birmingham operates across distinct product lines with sales ranging from individual units through to entire kitchens supported by after-sales support. The organisation is now well positioned to increase its market share for significant growth during the coming months.

Reporting to the Managing Director, you will have full responsibility for the finance function and play a leading role in developing an innovative approach to improve cashflow. In addition, you will manage and control commercial matters incorporating the purchasing, warehousing, logistics, sales support and IT functions.

Prospective candidates will be qualified accountants with a proven track record in commercial operations. You will have experience of operating at Director level within a large group environment and possess a strong systems background.

You must be a hands-on individual with first class interpersonal and communicative skills, strong leadership credentials and a proactive approach to developing team members.

Interested candidates should apply in writing, quoting reference 347369, enclosing a full CV (including a daytime telephone number and details of pre-set remuneration) to Jim Davis ACA, at Michael Page Finance, The Citadel, 190 Corporation Street, Birmingham B4 6QD.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

**Shell International Ltd
Outstanding Tax Opportunities**

Shell International Ltd is a member of the Royal Dutch/Shell Group of companies, Europe's largest multi-national group. Shell International provides professional services to group companies throughout the world, covering finance, legal, intellectual property, human resource, planning and business consultancy. The group tax department is part of Shell International's Finance Services organisation and comprises 41 people, of which 26 are based in London. Due to expansion, two exceptional opportunities with varying responsibilities have arisen within this department in London.

International Tax Advisor

You will be providing tax advice to the business teams operating in two main areas:

- Global trading systems – dealing with transfer pricing and transactional jurisdictional issues.
- International joint ventures – acquisitions, reorganisations and investment projects designing and implementing appropriate transaction and corporate structures, taking into account the various tax positions in the affected countries in order to optimise the group position.

It is expected that the successful candidate will be a qualified accountant or equivalent with 3-6 years post qualification experience and have some knowledge and practical experience of international taxation.

Excellent career prospects exist at Shell worldwide with career development only limited by the individuals' potential. Shell offers an attractive remuneration package including a competitive base salary and a range of benefits including a company car, bonus and final salary pension scheme.

If you are interested in either of these roles and would like to discuss them in more detail, please telephone Donald McFarlane CA, on 0171 269 2246 or write to him enclosing a CV to Michael Page Taxation, Page House, 39-41 Parker Street, London WC2B 5LH.



Michael Page Taxation

Specialists in Taxation Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

Senior Corporate Tax Advisor

This is a new position requiring a range of tax expertise. You will be proactive in providing a high level of corporation tax advisory service to a number of significant group companies. You will also deal with corporate tax compliance, including some work on transfer pricing and assist in coordinating the settlement of the group's UK tax position. The job also includes the provision of VAT advice and compliance support and to act as an IT focal point for taxation.

Suitable candidates will be qualified accountants or equivalent with at least three years' post qualification experience in corporate tax.

**FINANCE MANAGER**

SALARY C. £30 - 35,000

ADVANTAGE GROUP

To assist Deputy Chief Executive / Finance Director of healthcare facilities and an enterprising challenge role will require a sound accountancy background with the business acumen to handle major projects through to completion.

ACA or FCA qualified with a minimum of 3 years post qualification experience. As well as having a good knowledge of technical issues and the taxation implications thereof, you will have experience of acquisitions and due diligence work, dealing with related legal agreements, documents and liaising with other professionals to get the deal done.

If you meet the above requirements and wish to play an important role in helping to shape the future of a progressive health care company, please write with full CV to:

Graham Baker, Deputy Chief Executive, Advantage Group,
2a Station Road, Alcester, Warwickshire, B49 5ET.
01789 766 666

INSTITUTIONAL SALES

A candidate to sell London based Financial Institutions, Investment Banks and Stockbrokers, from the London office of an International Investment Bank. Your previous experience will be from equity sales.

We offer excellent terms for the right candidate. The position is high profile within the organisation and international career opportunities exist for the right applicants.

Please send or fax your CV marked "Sales" to:
Mr. Robert Flannan,
ISG Capital Markets,
575 Lexington Avenue, 7th Floor,
New York, NY 10022

Or fax to the London office
(171) 256-8930

**KROLL ASSOCIATES****CENTRAL LONDON****FORENSIC ACCOUNTANT, CORPORATE INVESTIGATIONS****£32-38K + BENS**

Since 1972 Kroll Associates has been the world's leader in providing information to help clients evaluate risks, realise opportunities and resolve problems. Kroll's staff are specialists in defending investigative assignments, gathering information and providing advice.

Every year Kroll's 300 staff handle more than 2,500 assignments from 22 offices around the world. Kroll's business ethics and procedures ensure the highest levels of professionalism and propriety. It is for these reasons that they have been able to consistently maintain their position as market leaders.

Kroll's Corporate Investigations operations focus upon fraud investigation and prevention, the provision of litigation support, forensic accounting and general investigation. Teams are drawn from a wide range of disciplines including corporate, civil and criminal law, banking and finance, securities regulation, forensic accounting

and law enforcement.

Responsibilities will be wide ranging and diverse with little of the routine normally associated with an accounting role. This is a unique and exciting opportunity and will appeal to individuals who wish to be given real autonomy managing projects and gain senior level contact with clients.

Specific duties will include:

- Planning and conducting financial investigations, asset tracing and intelligence gathering
- Forensic accounting
- Management and motivation of staff
- Development of new marketing initiatives

Candidates will ideally be Chartered Accountants with previous experience of

forensic accounting, fraud investigations or expert witness work.

Alternatively, candidates may presently be working within a major City regulator or within an audit, consulting or insolvency environment.

Key skills required are an enquiring and analytical mind, highly developed communication skills, both verbal and written, and the ability to inspire confidence.

Based in Central London, travel throughout Europe is highly likely, therefore European languages, particularly German, would be advantageous although not essential.

Interested candidates should send their CV including salary details to Nicola Whiteman at Robert Walters Associates, 10 Bedford Street, London, WC2E 9HE. Tel: 0171 379 3333. Fax 0171 915 8714.

E-mail: nicola.whiteman@robertwalters.com

ROBERT WALTERS ASSOCIATES



LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY WELLINGTON AUCKLAND

Hong Kong is about to be handed over.

To you.

Audit, Tax and Corporate Finance Professionals

The commercial event of the millennium is about to unfold - and Price Waterhouse Hong Kong will be at the heart of it. With Hong Kong's sovereignty returning to China, our client list of global conglomerates and red-chip companies will look to us to maximise the potential of the most rapidly-developing economic region in the world. And as Hong Kong's leading practice, we intend to do exactly that, by further strengthening our team which will make it all happen. Specifically, we are looking for newly-qualified accountants and experienced managers to join us this autumn - initially on a two-year contract - adding value in one of the following areas:

Financial Services

Specialists in both audit and tax who can bring an up-to-the-minute knowledge of the banking, insurance or securities industry, an exceptional blend of technical insight and commercial acumen - and the confidence to hit the ground running.

Auditors and Business Advisers

Client service professionals with technical expertise, business vision and strong communication skills to add value and assist our clients in solving their most complex business issues.

Tax

Professionals of the right calibre to join a 160-strong practice voted 'number one tax firm' by the International Tax Review Survey for three years in succession.

Corporate Finance

Chinese-speaking corporate financiers who can make an immediate contribution.

If you have the ability and experience you can expect excellent rewards - and a very attractive lifestyle in one of the world's most exciting and stimulating environments; whilst our clients can expect the comfort of putting their business in the best possible hands. To find out more and to arrange a meeting with a partner from our Hong Kong firm, please contact John Thompson, Price Waterhouse World Firm Services BV, Southwark Towers, 32 London Bridge Street, London SE1 8SZ. Fax: 0171 939 2555.

Price Waterhouse

Your world of opportunity

Price Waterhouse is authorised by the Institute of Chartered Accountants in England and Wales to carry on investment business.

Finance Director

Thames Valley £60,000 - Benefits

Organisation

- A service provider to the recruitment industry, operating multi-site operation throughout Europe.
- Established over 20 years with £12m turnover and substantial growth expected over next 3 years

Role

- Reporting to Managing Director with full responsibility for finance & legal issues and a strong team player.
- Proactive input to taking the business forward and improving turnover & profit.
- Evaluating new opportunities for acquisition or new business development
- a hands on role for ensuring detailed management information is provided regularly, managing the finances, liaising with Bankers and Finance institutions.

Candidate

- Qualified ACA/CIMA/ACCA Accountant, aged 35-45, with proven track record.
- Must have a strong business acumen, good personality, with excellent communication skills.
- Experience of dealing with Europe, both of finance and employment law with knowledge of French an advantage.
- Knowledge of Computer systems and PC knowledge of MS Excel & PowerPoint.

Please reply in writing with Curriculum Vitae to Chana Ferran at:

Assets Accountancy
54 Moorbridge Road, Maidenhead,
Berkshire SL6 8JQ
Email: m4@assets-acc.com
Fax: +44 (0) 1628 789007
Tel: +44 (0) 1628 788866



KPMG

Chief Internal Auditor

- Bermuda
- Salary US\$80-100,000 Tax Free

Our client is the largest offshore banking group in the world, with assets of over \$8 billion and assets under administration in excess of \$40 billion. They are the largest employer in Bermuda and have fifteen overseas offices covering Europe, Asia and the Americas.

Their commitment to personal service and entrepreneurial spirit has resulted in them enjoying four consecutive years of record profits and they have ambitious plans for future growth.

Due to the promotion of the current incumbent to a senior line role they now wish to recruit a Chief Internal Auditor. Reporting directly to the Senior Vice President Risk Management, responsibilities will include:

- Managing and leading an audit team of 20, including 5 managers, 3 based in Bermuda and 2 overseas.
- Originating, planning and implementing a global risk based audit programme covering operational, financial and EDP audit.
- Identifying and undertaking ad hoc projects that add value to the business.

The successful candidate will be an ACA or equivalent aged over 35 with a minimum of five years financial services audit experience gained in a Big 6 firm or major bank. Experience of treasury, global custody and investments would be particularly beneficial.

Of equal importance is the presence and personality necessary to be credible at board level and manage the global risk of a major financial institution. Candidates will be expected to travel approximately one week per month to work on international assignments.

Interested candidates should apply in writing with full career details including salary and where possible a daytime telephone number quoting reference number DOTB11 to:

Gerard Moore, KPMG Selection & Search, 1-2 Dorset Rise, Blackfriars, London EC4Y 8AE.

Overseas candidates should fax their details on +44 (0) 171-311 5872.

KPMG Selection & Search

Group Finance Director

Group Chief Executive Designate - Engineering

Flexible Midlands Location

Substantial Six Figure Package

Our client is a long established and profitable business, a global market leader in two related sectors of high value added engineering. The company is well positioned for further substantial growth, both organically and, in particular, by acquisition and the establishment of joint ventures.

The Group Finance Director will report to the Group Chief Executive, and ideally will be his successor, within two to three years. The principal objective of the role in the short term will be to devise and implement a strategy that fulfils the growth potential of the group, whilst also maintaining tight financial control and dealing with external advisers, including major investors.

Candidates will be in their late 30s to late 40s, probably qualified accountants, with experience of

medium sized companies in the engineering sector. International exposure is important, as is a substantial track record of negotiating and implementing acquisitions and devising strategy. A tough, resilient character is required, possessing gravitas, charisma and self-confidence, with the ability to act autonomously, to fight his/her corner and to negotiate effectively. A substantial package is offered, with significant incentives and share schemes. The location of the small head office team is flexible between East Anglia, the Midlands and the North West.

Please send a full CV in confidence to GKRS at the address below, quoting reference number 666 on both letter and envelope, and including details of current remuneration.



SEARCH & SELECTION

86 JERMYN STREET, LONDON SW1V 6JD. TEL: 0171 468 3800
A GKRS Group Company

Finance Director

Equity participation in a market leading manufacturer - shortly to float
Buckinghamshire to £90,000 + Car + Equity

This is a once in a lifetime opportunity to join an outstanding and innovative manufacturer of high tech products sold to the international telecommunications industry. The business is long established, but has risen energetically to the increasingly exacting requirements of the industry. Demand continues to grow at a high pace with existing growth of 40% expected for many years. Company profits for 1997 will be £4.0m.

The company now needs to recruit a Finance Director to help it achieve its dual goals of continued profitable growth and flotation. The requirement is for an individual of considerable breadth who is likely to come from a much larger business and yet can relate to a smaller one. More than this, the appointee must have strong general management aspirations. Key tasks will include:

- developing and enhancing financial and management information systems to aid commercial decision making;
- contributing fully to strategic and operational management;

- providing financial leadership across the company's activities;
- preparing the company for flotation.

This outstanding opportunity will appeal to individuals who wish to take a partial ownership of a company which they are helping to lead. Candidates must be qualified graduate accountants, with considerable experience of the manufacturing sector and of operating within a fast moving and highly commercial environment. Computer literacy and systems development experience are vital.

This is a company with a positive culture which requires a team player. Leadership and motivational skills will be combined with the stature and presence to make the necessary impact both on the Board and in the City.

Please send a full CV in confidence to GKRS at the address below, quoting current reference number 96735N on both letter and envelope, and including details of current remuneration.



SEARCH & SELECTION

PARK HOUSE, 6 KILLINGBECK DRIVE, LEEDS LS14 6UR. TEL: 0115 248 4848
A GKRS Group Company

FINANCIAL CONTROLLER

Retail/
Wholesale

Part of Lombo, one of the most famous names in overseas trading, my client has a substantial stake in one of Malawi's largest retailers. It has almost 100 outlets and employs over 1500 people. Malawi is a former British protectorate, English is the official language and it has a large expatriate community. You will be based in Malawi's largest city - Blantyre - with a population of 400,000.

Malawi

Reporting to the Managing Director, and part of an executive team of five, you will be responsible for:

- All financial management and reporting within the group
- Planning and control of budgeting and forecasting
- Management and improvement of IT systems
- Administration and company secretarial duties

Attractive expatriate package with tax free salary

A fully qualified accountant and experienced financial manager, you will either be a young professional looking for your first overseas posting or an experienced expatriate. Good IT skills are essential.

Your rewards package will include an offshore salary, local living allowance, accommodation (family or single), car, health cover, pension and travel expenses.

Interested candidates should write with full CV, quoting current rewards package to Jim Morrison, Hoggett Bowers, Amethyst House, Spring Gardens, Manchester M2 1EA. Tel: 0161 831 3322, Fax: 0161 832 0089, quoting ref: MJM/11109/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



APPOINTMENTS WANTED

FINANCE / IT

20 years Blue Chip experience.

MBA, Corporate Finance & IT.

Fin. planning/analysis, strategic

planning Supervised CIS & application

installations/upgrades. Liable Fin.

business units & IT-business units.

Consider appointments/consulting

Tel/Fax/Ansafone

+1 (770) 436-0254 (USA)

MANAGEMENT EXPERIENCE
HANDS ON APPROACH
COMPUTER LITERATE
MULTI COMPANY EXPERIENCE
ANALYTICAL
VISIONARY

FINANCE DIRECTOR

For Planned Stock Market Flotation

EXCLUSIVE RECRUITMENT COMPANY • COMPETITIVE SALARY
Remuneration from £2 million to £20 million in first three years

A challenging and exciting opportunity for a professional to take the financial reigns of this exceptionally successful company, which has a brilliant track record, a strong balance sheet and a debt free position. If you are 35-45 graduate calibre, with experience from the big six, plus five years commercial experience at board level and have the ability to manage a dynamic prestigious company through a practical and professional approach, please fax or post your details to:

James Cavan, Chairman, Alexander Mann Associates Plc,
Alexander House, 9-11 Finsbury Place, London EC2A 4HG
Tel: 0171 242 9090 • Fax: 0171 404 3656

RECENTLY QUALIFIED ACA REQUIRED

Surrey based

Leisure Plc c£30,000

This challenging opportunity will appeal to a young and ambitious finance professional.

Our client, a multi million turnover, international leisure group requires a recently qualified ACA to join its finance team.

Key responsibilities will include the monthly production of financial and management information, budgeting both cash and profit and loss, inter group reconciliations, investigations and due diligence work.

The candidate will be an exceptionally able, recently qualified accountant, who is computer literate and who wants to make a significant contribution to this demanding role.

Written applications with full CV and current salary details to:

Julie Allen
Morgan Connect Limited
82 St John Street
London EC3M 4JN



مركز للتوظيف



Financial Analyst

Basingstoke

c.£38,000 + F/X Car + Bonus

De La Rue plc is the largest commercial banknote and security printing company in the world. It is also a major supplier of equipment and related services for cash handling and electronic transactions. Truly global in their operations, the group's turnover is in excess of £780m and it is now poised for further expansion through investment and acquisition. As a result of an internal promotion, a key position has now arisen for an ambitious Financial Analyst to join one of the major operating divisions.

The Company

- Cash Systems Division; autonomous and high profile with a turnover of £300 million
- Market leader in the provision of security and cash handling equipment
- Customer focused; global solution provider to banking, retail, leisure and transport clients
- Creative and innovative - at the forefront of technological advancement
- Dynamic and entrepreneurial environment
- Highly profitable; continued growth potential

The Role

- Reporting to the Manager of Financial Planning & Analysis; high profile liaison with senior operational management
- Commercial and financial analysis of key operating units performance
- Co-ordination and analysis of financial forecasts and annual budgets
- Assume Finance Manager responsibilities for an expanding business unit within the Division
- Exposure to international operations
- Special ad-hoc projects as required
- Fast track career prospects within the Group

The Person

- Age 27-31; graduate ACA / ACMA / ACCA with strong academic background
- At least two years post qualification experience from a blue chip multinational or the 'Big Six'
- Superior analytical skills; strong business acumen
- Proven track record of success to date
- Management presence; team player
- Potential and drive to succeed in a demanding environment

This role attracts an excellent salary package with relocation assistance if necessary. If you would like to discuss this opportunity please contact our advising consultants Sharmila Sharon Parekh or James Heath at Executive Match on 0171 872 5544, or fax attaching your CV quoting ref. F71267 to:

EXECUTIVE MATCH
1 Northumberland Avenue,
Trafalgar Square
London WC2N 5BW.
Fax 0171 753 2745
All direct applications will be forwarded to Executive Match.



FINANCIAL FLY HIGHERS SPREAD YOUR WINGS!

EXCITING OPPORTUNITIES IN INTERNATIONAL CORPORATE FINANCIAL MANAGEMENT

Our Client, an international leader in the thermal engineering market is totally committed to excellence in developing and managing £800 million capital projects. To extend the sophistication of their financial management still further, the following additional appointments are to be made:

MANAGER: PLANNING & CONTROL Package to £47k

- The objectives:
- Appraise business investment opportunities and risks
 - Tactical and strategic planning and methodology
 - JV and partnership evaluation
 - Establish internal systems and controls
 - Facilitate the UK support of overseas operations
 - Special investigations

- The person:
- Must be a Chartered Accountant
 - Ideally three years post qualification experience with exposure gained in a variety of unusually challenging assignments, relevant to the above objectives
 - Be willing to travel internationally, sometimes to remote locations

GROUP ACCOUNTANT Package to £38k

- The objectives:
- Provide high quality financial performance information to the Board including support to the world-wide Business Units
 - Plan and implement integrated accounting systems and procedures throughout the Group
 - Develop your capabilities to progress to a high profile role to aid the winning of new business

- The person:
- Ideally a part or fully qualified Chartered Accountant
 - Depending on age and level of experience we would expect exposure to some or all of the following: consolidations - statutory accounts - investigations - reports - taxation - audits - special assignments - IT systems review

Both the appointments are in the Home Counties and offer unrivalled opportunity for dynamic career development within the Group. Relocation allowances will be paid on an individual basis. Please send your CV, which should clearly illustrate your suitability for the position in which you are interested, to: Christopher Donnie, TEK Executive Search and Selection, Balls Square, Trippett Lane, Sheffield, S1 2FY.



Commercial Director

Niche Electronics Industry Leader

c.£55,000 + Bonus, Car + Options

Hampshire

Commercial appointment with general management responsibility in ambitious, fast growing entrepreneurial business.

THE COMPANY

- c.£10m turnover UK company with expanding international profile. Established 15 years, consistent record of profitable performance.
- Manufacturer and distributor of electronic products with technical leadership. Expanding market share in growing worldwide market.
- Entrepreneurial in approach, focused with clear objectives. Excellent customer portfolio.

THE POSITION

- Report to Group Chief Executive. Lead highly motivated team. Accountable for all financial, commercial and operational matters within chief operating company.
- Lead systems development, contribute to excellence in manufacturing efficiency, develop project costing capability.

- Responsible for monthly financial and management information and control of company financial resources. Planning and budgeting process. Inventory management.

QUALIFICATIONS

- Graduate calibre, qualified accountant. Familiar with manufacturing, project costing and commercial negotiations. Exposure to international business environment. Proven track record.
- Strongly systems literate, high profile approach. Professional with capacity to command respect.
- Leadership and motivation. Focused and objective driven. Excellent interpersonal and communications ability. Team player.

Please send full cv, stating salary, ref LG70504, to NBS, 54 Jernyn Street, London SW1Y 6LX
Fax 0171 409 1786 Tel 0171 493 6392

Aberdeen • Birmingham • Bristol • City • Edinburgh • Glasgow

Leeds • London • Manchester • Slough • Madrid • Paris

NBS Selection - London



Selection and Search

A BNB Resources plc company

ISO 9002 Registered

Coopers & Lybrand Executive Resourcing

Financial Director (Part-time)

LONDON

c.£50,000 p.a. + BNS

Our client is a long established and highly successful firm of architects and planners who regularly advise on the most prestigious transport, healthcare and education sector projects. A recent MBO has brought fresh vigour and opportunities to the practice and they are poised for substantial growth from their current turnover of £2.5 million and 40 professional staff. There is a culture of team working and staff are encouraged to contribute across the breadth of the business.

As Financial Director you will assume full responsibility for overall financial control, management reporting and analysis. Particular emphasis will be in the areas of project costing, budgetary control and the development of a coherent financial information system. You will not only set the financial agenda but also be expected to contribute on IT, company secretarial and HR issues.

This is a very hands-on role demanding a practical style in a creative business.

As a qualified accountant you will have several years broad financial management experience preferably gained in a professional services/consultancy or other people centred business. Strong interpersonal skills are essential as is a good level of IT literacy.

The role is for approximately two days per week and we would particularly welcome applications from returners to work, looking to balance work and family life.

Please send full personal and career details, including current remuneration and daytime telephone number, in confidence to Tim Latham, Coopers & Lybrand Executive Resourcing Ltd., 7 Embankment Place, London WC2N 6NN, quoting reference TL1255 on both envelope and letter.

GROUP REPORTING & ANALYSIS

PROVIDE FINANCIAL INFORMATION WITH AN INTERNATIONAL DIMENSION

Kimberly-Clark is renowned all over the world for such high-quality consumer products as ANDREX® toilet tissues, KLEENEX® facial tissues, KOTEX® products and HUGGIES® disposable products. Our brands are already household names in the US and the UK; now we intend to make them market leaders in every European country.

This \$multi-billion expansion strategy is being directed from our Global Headquarters in the United States, making the collection, analysis and presentation of financial information on all aspects of the European operation central to the programme's success. As a result, we are looking for a talented and ambitious professional to join our small, high calibre Group Reporting team at our European Head Office in Reigate.

In a varied and challenging role, you will obtain financial and management information from subsidiary companies in Europe, assess the reporting methods and effectiveness of controls within these companies, and subsequently present the information to Kimberly-Clark's Headquarters in Dallas, Texas. You will also be involved in additional ad hoc analysis projects.

Already an accomplished technical accountant with head office and consolidation experience, from within either public practice or an FMCG environment, this is your opportunity to move into a genuinely influential role. Knowledge of US GAAP is also required, whilst experience of Hyperion is preferred. As the role will involve a small amount of travel, previous international experience and a second European language would prove a distinct advantage.

The remuneration package will reflect both your experience and the importance we attach to the role and the large company benefits on offer will include generous relocation allowances and a fully expensed car.



For a confidential discussion please call John Copeland, quoting ref: FT0102, on 0171 209 1000 or write to him at FSS Financial, Charlotte House, 14 Windmill Street, London W1P 2DY.
Fax: 0171 209 0001. email: jc@fss.co.uk

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*ANDREX is a trademark of Kimberly-Clark Ltd.

Kimberly-Clark Europe

DMG Exhibition Group Ltd

FINANCIAL CONTROLLERS

Package c£35,000

DMG Exhibition Group Ltd, part of Daily Mail & General Trust plc, has vacancies for Financial Controllers in its Redhill and Ruislip offices.

The Redhill vacancy is within Argus Business Media Ltd which publishes business to business magazines and organises trade exhibitions world-wide. The Ruislip vacancy is with Home Interest Division of DMG Exhibition Group Ltd which publishes consumer magazines and organises exhibitions. The best known of which is The Daily Mail Ideal Home Exhibition.

Both posts are open to qualified accountants with at least three years experience of managing a Finance Department in a commercial environment. Candidates will have strong IT skills, be first class communicators and be capable of working under pressure in a fast moving organisation.

Interested candidates should forward a comprehensive CV, including current salary, to Ian Cuthbertson, Finance & Administration Director, Argus Business Media Ltd, Queensway House, 2 Queensway, Redhill, Surrey, RH1 1QS.



BUSINESS PLANNING AND DEVELOPMENT

European High Technology

South East England

£60,000, bonus, car

Our client is the highly successful European operation of a major multinational high technology corporation which is currently establishing a leading position in a rapidly growing global market.

Providing high level business development and strategic support to the European Board, the European Business and Planning Development role will encompass a broad variety of activity and troubleshooting, balancing entrepreneurial flair with sound corporate decision making disciplines to deliver real added value to business expansion throughout Europe. This will include:

- Co-ordination of medium/long term planning and budgeting
- Full involvement in pan European partnerships & acquisitions activity
- Advising on the development of leading edge business processes
- Identification and execution of major business and re-engineering initiatives as well as focusing on non-performing areas of the business

Candidates aged 30-35 will be qualified accountants or MBAs with a demonstrable record of successful change management and business development achieved in a fast moving, international environment. Outstanding communication and influencing skills will be combined with strong personal presence and a proactive, flexible and innovative approach to business. Fluency in a second European language would be a distinct advantage.

Interested candidates should write with full CV, quoting current rewards package to Mark Hurley or Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 3DY. Tel: 0171 430 9000, Fax: 0171 405 5995, quoting ref: HBM/10738/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



THE PSD GROUP

Finance Director

City

To £50,000 + Bonus + Bens

Our client is a niche high technology business solutions provider working closely with the most prestigious organisations in the City for whom investment in information technology is of real strategic importance. Its success is based on a clear understanding of these strategic issues coupled with an ability to recognise what is coming tomorrow and the impact this will have on the business and its clients.

A requirement now exists for a Finance Director to join what is a small but highly focussed senior management team. Reporting directly to the Chief Executive, this is a key appointment where the emphasis will be on contributing significantly to the growth and value of the business, through the development of strategy and the provision of strong financial management. Specifically, the successful applicant will be involved in the management of the finance function, production of monthly reports for the Board, analysis, budgeting and

management of financial systems.

This is a very visible and high profile appointment offering real exposure to leading City 'names'.

The opportunity should appeal to a young commercially orientated ACA with experience of operating at the highest levels in a challenging environment. Currently working within Financial Services, Commerce or at Manager/Senior Manager level in a Big Six firm, you must be capable of demonstrating a record of outstanding achievement to date. You must also possess an exceptional academic background and the potential to move into general management.

The remuneration package will be structured to attract a high calibre individual and will include a bonus, pension and health care benefits. This is an outstanding opportunity for a young finance professional to gain an early appointment as a Finance Director with a highly regarded organisation.

Interested applicants should write, in the strictest confidence, to David Craig or Robert Walker at Walker Hamill Executive Selection, forwarding a brief résumé quoting reference DC 3154.

WALKER HAMILL

105-107 Jermyn Street
St. James's
London SW1Y 1PP

Tel: 0171 839 1144
Fax: 0171 839 5557



IT Appointments



Accounting for the Square Mile... and Beyond

Our client has a long established history in global investment banking with an extensive network of operations in Europe, Middle East, Far East, Africa and USA. Key areas of expertise include risk management, derivatives and corporate finance. Such has been the growth in these areas that excellent career prospects are now on offer to talented individuals who are able to fill the positions opposite.

Head of Treasury Audit

£65,000 + Package

An experienced treasury auditor is required to set up a risk-based treasury and capital markets audit function. Ideally you'll be an ACT or qualified accountant (ACA, CIMA, or ACCA). Your 4-5 years audit experience would have exposed you to risk based auditing and its application to on and off exchange traded products, eg: FX options, repos, forwards, swaps and associated interest rate products. Up to 20% foreign travel. Ref: FT/DJ/83905/57

Treasury Product Control Manager

£60,000 + Package

An ACA, ACCA or CIMA accountant is required to head a team within our treasury products division. Responsible for product, financial and regulatory control, you will be putting your excellent interpersonal skills and product knowledge to good effect. Normally, you'll be conversant with investment banking products, to include: money market and FX, derivatives (vanilla & exotic) and various forms of negotiable paper. You will be expected to review the efficiency of accounting operations and implement computer solutions - liaising with systems developers as necessary. Ref: FT/DJ/87905/57

Senior Systems Auditor

to £55K Package

The successful candidate will have proven their ability to lead and inspire others as well as being a genuine self-starter, with sound exposure to good project management practice, the full development life cycle and structured methodologies. You will be expected to plan your own audits and those of others. Work involves all types of information systems reviews, however you will have a particular focus on Treasury and Capital Markets. Ref: FT/DJ/847/05/57

For a detailed discussion regarding these positions please contact Dolly James on 0171 236 4288 quoting the reference number.

1 Grosvenor Court, Bow Lane, London EC4M 9EF
Tel: 0171 236 4288 Fax: 0171 236 4277
E-mail: info@citelife.co.uk http://www.citelife.co.uk

parallel
INTERNATIONAL
A MEMBER OF THE UNICORP GROUP

APPLICATION SUPPORT MANAGER

City

£Excellent + bonus + benefits

As a new and exciting force in international investment banking, our client is building a reputation as a successful marketer and trader of a range of financial products. Continued development of the London office is an important part of their global strategy. The IT environment is a successful marriage of systems, based on modern technology (client/server using Sun/Unix/Sybase, Windows NT, AS400, MS Office), and integrated within an applications architecture. The provision of high quality application support to trading and support areas plays a key role in the continued development of the business.

Against this backdrop, a new role has been created with the responsibility to build and manage a small team of application support specialists. It is essential that you thrive on the challenge of leading from the front, delivering an effective support service to externally provided systems and internally developed solutions. You will have already proved your ability to succeed under pressure, including support to a trading environment.

As an application support specialist with previous working knowledge of some of the bank's core businesses (Money Markets/FX, Fixed Income, Equities, Repos), you must be comfortable with technology and have the ability to work with a variety of packages and understand the technical architecture concepts that support them. An established team leader and manager, you must have the interpersonal skills and personal authority to build productive alliances with users bank-wide.

If you can demonstrate the motivation to deliver the best possible service, as well as a record of commitment and achievement in your career to date, then this is a genuine opportunity for you to realise your potential with one of the City's most demanding employers.

For further information, please contact Kevin Davey at McGregor Boyall Associates on 0171 247 7444. Alternatively, send your CV, quoting reference MBFT222, to McGregor Boyall Associates, 114 Middlessex Street, London E1 7JL. Fax: 0171 247 7475. Email: kdavey@mcgregor-boyall.co.uk

McGregor Boyall

Specialist Recruitment Services for Financial Markets



BUSINESS SYSTEMS ANALYST

Manchester

Package to £35,000

UCI, a joint venture between Paramount/Viacom and Universal, is one of the world's leading international cinema groups. UCI has achieved a leading position in all the major territories in which it operates including the UK, Ireland, Germany, Austria, Spain and Japan and is actively involved in site acquisition in all of these markets. In addition to these existing territories, UCI has sites under construction in Poland, Italy, Brazil and China. The success of the UCI multiplex concept has led to a commitment to investment and an intention to double in size over the next two years. As a result, the requirement for a high calibre Business Systems Analyst has been created.

The Position

- Responsible for the implementation of new finance software in all the territories. This involves gathering business requirements and managing suppliers to configure and implement the systems.
- Responsible for setting up and supporting the financial applications which run at the Corporate Head Office. This may involve some advanced user skills such as report writing and systems configuration.
- Travelling throughout the organisation to advise and assist in systems implementation.

Qualifications

- A qualified Accountant with exposure to a multi-currency environment.
- The individual must be able to demonstrate an understanding of company structure and joint ownership.

- Must have systems analysis, design and delivery experience and will possess a track record in financial systems implementation.
- Any experience of JD Edwards, Commander, MS Office and reporting tools (such as Impromptu, Access, Crystal reports) would be a distinct advantage.

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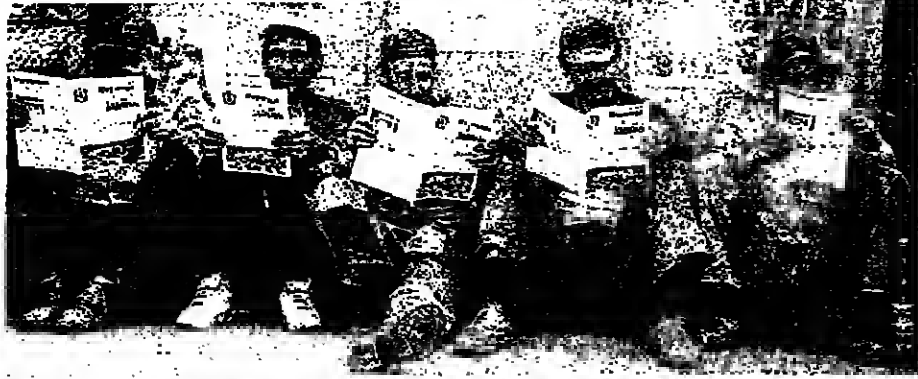
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Sad symbol of reforms

Poland's Gdansk shipyard has fallen foul of hostile political and economic forces



The closure of the Gdansk shipyard announced last March is being presented as the result of its failure to



Fight to survive: striking shipyard workers in Gdansk last year

adapt to a market economy. Rather, the bankruptcy of the famous shipyard, birthplace of Solidarity, the trade union movement, is a result of unfavourable political forces and a hostile business environment. Poland's limited privatisation process has never addressed the needs of the large, failing state enterprises that dominate the economy. The shipyard also fell victim to the hostilities of the current government of former communists led by Mr Alexander Kwasniewski, the president.

In 1990, after the collapse of communism, Polish enterprises were buffeted by the macroeconomic storms of shock therapy. They were subjected to rampant inflation, a 40 per cent currency devaluation, and wildly fluctuating interest rates. The economy was flung open, subsidies were eliminated and distribution and finance systems collapsed. The economy plunged into deep recession, raising fears of a total breakdown.

Not only have companies had to cope with this unstable macroeconomic framework, but they have also had to battle against high taxes, red tape, corruption, irrational customs regulations and a lack of credit. The legal framework is unsuitable to a market economy, offering little protection to private property.

It is admirable that many state companies managed to come through in relatively good shape. They restructured, spun-off non-essential operations, shed labour and found new markets, and many are now turning a

profit. They are busy modernising and seeking foreign investment and know-how, in preparation for ever-greater competition.

But the largest Polish enterprises – monuments to state socialism – remain unprofitable and in a precarious position. Their problems are too big to be dealt with by the companies themselves, but successive Polish governments have pursued a policy of neglect in the name of economic liberalism.

Businesses that are politically well-connected receive government largesse: extensive bank debt settlements, forgiveness of past taxes and government guaranteed bank loans. Those without connections founder.

The situation of the Gdansk shipyard is typical, if extreme. In the 1980s, it became a symbol of Soviet dominance as 90 per cent of its production was exported to the Soviet Union for worthless roubles. Under martial law, it became saddled with highly unfavourable Soviet contracts as well as exploitative leases of its most valuable units to the communist nomenklatura. In 1990, it was struggling with this legacy when the shock therapy hit.

Shipbuilding is a risky business at the best of times. It requires long-term financing and needs a stable environment in which to plan ahead. The wild macroeconomic swings faced by the Gdansk shipyard made planning impossible. To add to its woes, the collapse of the Soviet market meant that 90 per cent of its production had to be sold elsewhere. In

desperation, the shipyard signed ambitious contracts with western companies that were virtually impossible to complete.

The economy has stabilised in the past few years but the legacy of transition has lingered. The Gdansk shipyard remained saddled with huge debts and hampered by high tariffs on imported inputs. It finally lost its battle when the government refused to guarantee loans to Gdansk by state banks, precipitating bankruptcy proceedings.

The government's action was clearly politically motivated. Many large state enterprises are in the same financial situation as Gdansk, but only the shipyard is being closed. Given that it used to be one of the better enterprises and that shipbuilding is one of the few industries where Poland is competitive, the destruction of such an important economic asset can only be attributed to political revenge against Solidarity.

There is also a wider significance. The neo-central planners in the new ministry of state treasury and their western advisers are implementing plans to force many of the roughly 4,000 still-unprivatised enterprises into state holding companies. Such holding companies, in shipbuilding, coal, steel and chemicals, would be akin to the old sectoral ministries of the communist era. They are designed to ensure central control and to provide jobs for the old nomenklatura. They also limit the access of foreign capital. Ministerial plans exist on

paper, but not much has happened in practice. Enterprises likely to be affected are resisting the prospect of a government straitjacket.

This is where the bankruptcy of the Gdansk shipyard comes in. The shipyard has been offered the possibility of survival in limited form, but only if it joins the new state shipyard holding. The arm-twisting is a warning to other large state enterprises of what will happen if they resist.

Instead of pursuing such tactics, the government ought to concentrate on long-term market solutions to the problems of large enterprises. The closure of the Gdansk shipyard highlights the incomplete and distorted process of the structural transformation of Poland. What is needed is a market-based legal framework with equal enforcement of its rules, private credit mechanisms, renewed efforts at restructuring and privatisation and an improved climate for attracting job-creating foreign investment.

Above all, Poland must avoid sliding back in to an era of central controls and political intervention in economic decisions. If it does, then Gdansk, once a symbol of hope, may come to represent the failure of Poland's market reforms.

The author is an adjunct fellow at the Center for Strategic and International Studies in Washington, DC. Last year, she directed a study of privatisation strategy for the Polish government.

LETTERS TO THE EDITOR

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Currency market 'turbulence' warning wrong and alarmist

From Mr Peter M. Oppenheimer

Sir, Officials of the International Monetary Fund, including a personal adviser to the managing director, are reported to have warned of "turbulence" or even "chaos" in currency markets in the event of any postponement of European Monetary Union ("G7 steps up efforts to curb dollar", April 29). These irresponsible declarations should not be allowed to pass without comment.

Politically, it is quite improper for the fund's managing director who is both a Frenchman and a candidate for the presidency of the European central bank to

allow the staff to make statements of this kind when the French are engaged in an election campaign focused on the Euro issue. The fact that the fund management and fund staff are constitutionally distinct is not understood even by many supposedly informed observers, and is therefore no defence.

Economically, the declarations are alarmist and devoid of perspective. As was seen in 1992-93, currency market "chaos" is shorthand for some above-average variation of exchange rates and/or interest rates, combined with unusual volumes of business for banks, includ-

ing central banks. It will be accompanied in all likelihood by improved macroeconomic performance in the countries concerned.

Orderly markets are not an end in themselves but a means to optimum use of economic resources. The greatest disruption of mechanisms in recent years – greater by several orders of magnitude than that now being contemplated by the IMF – was the collapse of communism. Did that too fill the fund with horror?

Peter M. Oppenheimer, Christ Church, Oxford OX1 1DP, UK

A real rate for the job

From Eugene Seidel

Sir, Commercial translators show up on the radar screen of the FT ("Much lost in translation", April 29). A very welcome sight, and a sign that our work is recognised for its value – or is it?

I was puzzled by the figures – from £35 per 1,000 words – quoted by Jane Hibbert as typical rates. Professional translators are full-time business people and charge for their services at rates comparable to PR consultants or copywriters. Expect to pay £30 to £50 an hour and up for their services, or – if you prefer paying for quantifiable output – from £80 to £160 per 1,000 words for finely crafted translations of advertising material, annual reports or press releases.

However, it was gratifying to see Amnon Cohen drive home the essential point: if you want to establish corporate credibility in another country – or in another language – hire a professional to ensure that your message isn't lost in the translation.

Eugene Seidel, Working Words, Franzstr. 5-14, 60314 Frankfurt, Germany

Questions of confidence in EU figures

From Mr P.F.A.S.L.C. Wilson

Sir, I am concerned that vital economic decisions which will affect millions of people in the EU and outside will depend upon tenets of a percentage point of parameters such as gross domestic product.

Where national prestige and personal political futures are at stake there is the problem that the methods used for collecting and compiling the data are not

consistent between the aspirants for monetary union. I would have more confidence if the reported figures had an indication of the sampling error.

P.F.A.S.L.C. Wilson, Cda 15, Credit Andorra, St Julia de Loria, Principality of Andorra

From Mr S.V. Plattenberg, Sir, "Who will fund this

long-term debt in an economic and monetary union?", asks Professor Coffey of Minneapolis (Letters, April 29). The Germans, of course. This is "This Emu can surely fly", as Martin Wolf explains in the same issue.

S.V. Plattenberg, Ljwestr. 54, Postfach 7270, CH-8023, Zurich, Switzerland

Misplaced concern about composition of FTSE 100 index

From Mr Mark Makepeace

Sir, Martin Simons' concern (Letters, April 26/27) that the number of banks, utilities and insurance companies in the FTSE 100 is unhealthy is misplaced.

The FTSE 100 reflects the nature of the underlying market. Banks, utilities and insurance companies represent some 12 per cent, 11 per cent and 4 per cent of the value of the UK stock market respectively. It is right, therefore, that those sectors would also be strongly represented in the FTSE 100.

Investors know only too well that markets constantly change as new companies list and as some industries wane and others rise in importance. If the FTSE 100 is to continue to be the UK's authoritative index, it must change as the market changes.

Privatisations and demutualisations have created important new listed companies and it would be wrong if the FTSE 100 were to ignore them. How representative would the FTSE 100 be if it ignored 25 per cent of the

UK stock market?

Mr Simons is also wrong in arguing for the composition of the FTSE 100 to be enlarged. The FTSE 100 already accounts for more than 70 per cent of the UK market by value – similar to the S&P 500 in the US which Mr Simons urges us to copy. The FTSE 100 was created in 1986 to support index futures and options trading on LIFFE. To enlarge the index would increase the cost and complexity of trading it without adding any significant value.

This is not to say the FTSE 100 index is perfect – it is rare that anything is. But the UK market is very well served for stock market indices. FTSE 100 represents the largest and most liquid of UK companies and these companies can often react differently to mid cap and small cap stocks.

Mark Makepeace, FTSE International, St Alphons House, Podium Floor, 2 Fore Street, London EC2Y 5DA, UK

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The FT Interview • Sepp Blatter

King matchmaker

Patrick Harverson on the man charged with organising football around the world



It says much about the central role football plays in the everyday life of Britain that Mr John Major, the prime minister, spent part of the final day of the election campaign this week lunching with Mr Sepp Blatter, general secretary of Fifa.

But then the man who runs world football's governing body is used to entertaining prime ministers and government leaders. And he arguably has a more important – not to mention tougher – job than many of them. As Mr Blatter boasts: "It may be difficult to run a country, but with Fifa this is the world."

The British prime minister has a mere 55m souls to look after. Mr Blatter is responsible for the 200m people worldwide who play football, 1.2bn whose lives are touched by the game daily, and the \$200bn they spend on the game every year.

He is also in charge of the quadrennial World Cup, a month-long festival of football that draws a cumulative television audience of 32bn people.

Yet it would be wrong to portray Fifa's general secretary as a typically bombastic international bureaucrat. The 61-year-old native of Switzerland is a cheerful, engaging character whose enthusiasm for football knows few bounds.

Nor does his love of large numbers. He cites a report which calculated that \$42bn of ancillary consumer spending was generated during the last World Cup by spectators and television viewers.

While Mr Blatter's figures may be debatable, the basic premise of his message is not: that football, the world's favourite game, makes a contribution to the global economy that governments and corporations cannot ignore.

This is why prime ministers stop by to see him, and why Mr Major was keen to raise the subject of England's bid to host the 2006 World Cup at lunch on Wednesday.

But before the location of the 2006 tournament is decided, Mr Blatter has to shepherd football through the 1998 and 2002 World

Cups. Next year's venue is France, and Mr Blatter is fighting to persuade the French government to remove the 2.2m-high fences that ring the pitches at the World Cup stadiums. "Football fans are not animals or prisoners," he says.

The 2002 tournament, due to be staged jointly by South Korea and Japan, presents Fifa with even bigger problems. Mr Blatter admits the decision to avoid offending either country by awarding the World Cup to both was a gutless compromise.

The warped logic that produced the dual-nationality World Cup comes as no surprise to him. "Football is passion, and where you have passion you have the irrational," he says.

Organising the World Cup in two different countries with different languages, currencies and footballing cultures is certainly irrational. It is also a logistical nightmare. For example, Mr Blatter says he is working to ensure that every player, official and fan will have the necessary visa to travel between the two countries.

He is also looking into how to price World Cup tickets. A seat at a top Japanese

league game costs on average \$28, but in Korea it is only \$7. "How do you harmonise ticket prices with discrepancies like that?" he asks in exasperation.

However, if the logistics and economics are challenging, it is the politics of the 2002 World Cup that are giving Fifa's general secretary the biggest headache.

The respective South Korean and Japanese football federations may have become resigned to co-operating, but "the two governments do not like each other," says Mr Blatter. Representatives from South Korea and Japan met for the first time recently, but they could not even agree to release a communiqué such was the lack of communication.

Ultimately, however, he says Fifa will sort it out, by force if necessary. "We are not going to ask them to do it. We are going to impose it." The hint of steely purpose in that remark suggests that beneath the charm and bonhomie a ruthless administrator lurks. And like all technicians, Mr Blatter will defend his organisation against threats from within.

These threats, he says,

come in many forms. There is a trend for players and clubs to challenge the laws of football in the courts and for television companies and sponsors to alter the fixture lists of top leagues and arrange internationals to suit their scheduling and marketing needs. All represent a challenge to the structural integrity of Fifa that Mr Blatter will not tolerate.

"The players are responsible to their clubs, the clubs to their league, the leagues to their regional confederations and the confederations to us," he says. If anyone within the system tries to go their own way, then the Fifa "pyramid" that has survived since 1904 will collapse, he warns.

Although responsible for the day-to-day running of football, Mr Blatter does not sit atop the Fifa pyramid. Mr Joao Havelange is Fifa's president and the real power – political, rather than operational – lies with the octogenarian Brazilian.

However, Mr Havelange is due to retire next year and Mr Blatter's name has been widely mentioned as a possible successor. Does he want to move up from chief executive to be chairman? He refuses to be drawn. "The presidency of Fifa is a question of high politics," he says cryptically.

He does seem quite happy where he is, and his plate is clearly full. Apart from organising World Cups, he is addressing issues of corruption, racism and fair play through his chairmanship of the grandly-titled "Fifa Working Group for the Good of the Game".

And on the field he wants to make the game more attractive, cut dangerous play and tackle time-wasting goalkeepers.

He lists some of the challenges facing football and Fifa that he plans to address in the coming years: financial problems, poor infrastructure, political interference from government and the courts, rising player power and increasingly intrusive demands of television. "Now, tell me. Do I sound like a man who wants to retire?"

FINANCIAL TIMES

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Friday May 2 1997

BMW chief on Emu

If the UK stays out of Emu, warns Mr Bernd Pischetsrieder of BMW, industry will suffer, as it did when the country stayed out of the common market. What is more, "the financial capital of Europe will be Frankfurt, not London". When Mr Pischetsrieder speaks, the UK must listen. But it does not have to agree entirely.

Sterling's appreciation has been uncomfortable: the trade-weighted exchange rate is back to where it was when the pound was ejected from the ERM in 1992; the same is true for the rate of exchange against the D-Mark; and the real exchange rate has appreciated by some 20 per cent since 1995.

So far, the volume of UK exports, excluding oil and aeratics, has held up. But this is unlikely to last. For BMW's Rover subsidiary, which exports more than 50 per cent of its output, such an appreciation must be traumatic. Looking at the experience of his own company, Mr Pischetsrieder concludes that, with the UK outside Emu, "BMW will earn more money by exporting more BMWs to Britain and Rover will increase its losses".

What is remarkable about this comment is its implications for the euro. Implicitly, Mr Pischetsrieder assumes that the pound is set to remain permanently strong against the new European currency. He must be

wrong to forget that what goes up goes down. In time sterling is more likely to depreciate against the D-Mark, or euro, than stay where it is.

If the chairman of BMW is concerned about the long-term competitiveness of the company, he has bought, he should worry most about the risk of sterling's being put into the euro at an overvalued rate, as when it joined ERM in 1990. This would be more damaging than continuing to float outside. Reductions in exchange rate volatility would, of course, be desirable. But the cost of enforced stability could be very high if UK economic conditions remained significantly out of line with those of the continent or the pound were to enter Emu at an uncompetitive rate.

As for the City of London, Mr Pischetsrieder need not worry too much. It now does a great deal of business originating in Germany, even though it is outside the D-Mark zone, as it has long done a great deal of business originating in the US, though it is outside the dollar zone.

London is the world's international financial entrepôt. Creation of the euro need not undermine that status: it might even reinforce it.

Inward investors matter. But the decision on whether, when and how the UK is to join Emu demands a wider view.

Kabila's test

The fate of central Africa is in the balance this weekend. The threat of a bloody débâcle in Zaïre, with a destabilising effect throughout the region, remains very real. President Nelson Mandela of South Africa, a man who has earned his reputation as a great conciliator, is hoping to chair talks between President Mobutu Sese Seko, the country's all-time dictator, and Mr Laurent Kabila, leader of the rapidly advancing rebel alliance, in an effort to avert it.

The talks, arranged by Pretoria and Washington, represent the biggest test for Mr Kabila since his forces launched their offensive in eastern Zaïre seven months ago. He is rightly determined to force President Mobutu, probably the most corrupt ruler in Africa, to quit. But he should also make every effort to ensure it happens in a peaceful way. Zaïre has a terrible history of violence in its colonial and post-colonial past which must not be repeated.

Mr Kabila has to help prevent anarchy in Kinshasa, where the government's demoralised, unpaid and undisciplined troops could easily go on the rampage. This may prove impossible to avoid, but the one hope is to persuade President Mobutu to go swiftly and gracefully.

The rebel leader's caution is understandable, since Mr Mobutu is a wily adversary. There is little doubt that he hopes to

turn the meeting into the first stage of a protracted negotiation, hoping to stay in charge of a transitional government, and playing on fears that he might instigate anarchy in Kinshasa if he does not get his way.

Yet Mr Kabila has nothing to lose by taking part in the talks, and should not delay them, or make belligerent statements designed to infuriate his rival. After all, his troops continue to advance on Kinshasa, and will soon be able to put the city under siege. He should be firm, but can afford to be magnanimous.

Although he has the upper hand militarily, he must also establish his moral authority. That means addressing the tragedy of as many as 100,000 Rwandan refugees stranded by the civil war in the east. The suspicion is that his forces have been complicit in what Mr Kofi Annan, the UN secretary-general, calls their "slow extermination".

Mr Kabila must order his troops in the area to give every assistance to efforts to track down the refugees, and allow relief workers to deliver aid to them. He must co-operate with an independent international investigation into what happened. Only in this way can he secure the support of the international community, whose aid will be essential to the rebuilding of the post-Mobutu Zaïre.

TV choice

In the next few weeks, the Independent Television Commission will make a decision which could have profound implications for the future of television in the UK. It is to choose between two radically different proposals for exploiting some 30 to 50 digital terrestrial channels which will soon become available. This service will be broadcast from radio masts like the present analogue signals. But many more channels will be squeezed into the airwaves.

This could provide yet more opportunities to make money from exclusive sports rights and the recycling of old movies. This was Mr Rupert Murdoch's successful formula for UK satellite broadcasting. His BSkyB has now joined Carlton and Granada in British Digital Broadcasting, one of two bidders for the franchise, to try to do the same on land.

Its rival is Digital Television Network, owned by NTL, the cable TV operator. DTN seeks to exploit a much more exciting possibility of digital technology: the ability of viewers to "talk back", much as they interact with a personal computer.

DTN will also provide some sport and movies, and its rival will offer some interactive services. But the choice is clear: the familiar armchair fix delivered by another system, or a radically new way of using the box, to make it more like a computer connected to the Internet.

DTN is offering 40 or more interactive channels including Hansard on line, learning programmes, armchair shopping, banking and reference books.

Under its proposal, a big increase in the number of channels will be used to cater for many different minorities. BOB, on the other hand, aims squarely for a mass audience. And much of its material will be available by other means, particularly via satellite.

The commission will need to judge whether DTN's innovative ideas can be matched by quality of output and commercial acumen. Entertaining plans are not enough. It must also persuade people to subscribe.

With that important proviso, the commission should lean as far as it can towards the interactive proposal, for some of the channels if not for all. Anyone who wants a swig of the Murdoch mixture will be able to tune into the 300 or more digital satellite channels which will soon be available. The best interests of viewers will be served by a choice of services accessible via a single set-top digital converter.

DTN has promised that its set-top box will accept plug-ins for other digital services. The FT has no power to specify the design of such boxes, but it should insist as far as it can on maximum compatibility. That is the best way to promote competition among providers and choice for viewers.

Held back by other interests

Clinton is running into opposition from diverse sources over renewing China's trade status, says Guy de Jonquières

There may seem little connection between China's family planning policy and the terms on which it exports to the US products such as T-shirts and stuffed toys. But the threat that the two issues will become entangled in a bitter struggle in Congress this summer has recently sent shivers through the administration of Bill Clinton, US president.

The alarm has been triggered by the decision of the Family Research Council, a coalition of rightwing US religious groups, to campaign for trade sanctions against China. It is protesting against Beijing's policy of promoting abortion and restricting benefits to families with more than one child.

Mr Clinton has good reason to worry. The religious right has proved to be an influential lobby, particularly among the Republicans who control Congress.

But it is also the latest recruit to the swelling ranks of critics, on both right and left, who are intent on turning China into a whipping boy. In doing so - and threatening to use trade as a weapon - they are putting at risk the president's efforts to build a more harmonious relationship with Beijing.

After taking a hard line against China on human rights during his first term, Mr Clinton has shifted to a strategy of engaging it in a comprehensive dialogue, spanning issues including trade, security and foreign policy.

He and Mr Jiang Zemin, president of China, plan two summits, the first of which is tentatively scheduled for the autumn. Both sides hope the leaders will be able to announce a breakthrough in negotiations on Beijing's long-stalled move to join the World Trade Organisation.

However, the virulence of anti-Chinese feeling in Washington - which often has overtones of a witch-hunt - is raising questions about Mr Clinton's ability to muster the domestic political support needed to sustain his "constructive engagement" approach towards Beijing and remain in command of the agenda.

The ferment is set to come to a head in early summer, when the president asks Congress to extend China's Most Favoured Nation trade status, which guarantees the same tariffs on its exports as the US applies to most other trading partners. Under a US law dating from the 1970s, China is one of a handful of countries for which the status must be renewed annually.

Ever since the 1989 Tiananmen Square massacre, the vote on the issue has been preceded by sabre-rattling by China's critics on Capitol Hill. In the event, most favoured nation status has been renewed by a comfortable majority every year since the early 1990s.

This time, however, the Clinton administration faces a far tougher fight. "The debate will be much nastier than last year," says a senior US official. "There is now a real sense of urgency about MFN, and a growing recognition of just how fragile our relationship with China is."

The debate is shaping up as a platform for an unusually wide range of opponents, who object that "constructive engagement" has failed to change China's



behaviour for the better and are calling for a tougher approach to Beijing.

In addition to the religious right, pressure groups are attacking the administration over a variety of issues: China's human rights record; its approach to the forthcoming Hong Kong transition; its belligerent attitude to Taiwan; its yawning trade surplus with the US; and its weapons sales to countries such as Pakistan.

The divisions over China have split the Democrats. Their leader in the House of Representatives, Mr Dick Gephardt, has said he may oppose renewing China's trade status, as he did last year. The labour unions, traditionally Democratic supporters, are also lobbying hard against it.

Successive presidents have always been able in the past to mobilise the votes needed to approve the status. But this year, some normally reliable allies are proving reluctant to stand up and be counted.

Mr Newt Gingrich, Republican speaker in the House, and Mr Dick Army, his deputy - both staunch supporters of China's trade status in the past - are hedging their bets. Mr Gingrich has called for it to be renewed for less than a year, pending Hong Kong's reversion to Beijing, while Mr Army has said he is reviewing his position.

Mr Gingrich's hesitations appear to reflect uncertainty about the solidity of his own power base - a concern highlighted by the Family Research Council's decision to break ranks with him over China. "The religious right is holding Gingrich's feet to the fire on this issue," says one US official.

Meanwhile, US business lobby-

ists in favour of China's status have been placed on the defensive by media accusations that they support Mr Clinton's stance largely because they want to curry commercial favour with Beijing.

But they are equally concerned that their argument that free trade with China benefits the US economy could be undermined by the loss of showpiece export contracts there. Boeing, for example, is worried that the European Airbus consortium is poised to grab a bigger share of the Chinese market, which the US company now dominates.

The most unpredictable - and potentially most damaging - element is the controversy over suggestions that China covertly contributed to Mr Clinton's re-election campaign. Although there is no firm evidence of this, and Beijing has flatly denied it, the allegations have poisoned the political atmosphere in Washington.

As well as handling a stick to Mr Clinton's opponents, the affair has intimidated Congressional supporters of renewing China's Most Favoured Nation status. "There is going to be a suspicion out there of any members who press for it," says Congressman Jim Kolbe, a liberal Republican. "People will ask, why do they want to be nice to China?"

Nonetheless, the odds are still against Congress rejecting the renewal outright. To do so, it would need to vote within 90 days. However, his advisers accept that it is unlikely to do so until after the handover.

observers agree that this is unlikely.

They argue that once Congress members confront the issues squarely, they will realise revoking China's trade status would be a futile gesture. Not only would it give the US no additional leverage over Beijing, it would severely damage both economies and remove China's incentive to undertake the market-opening measures required to join the World Trade Organisation.

"No one has ever been able to explain how disengagement from China, how imposing massive tariffs on Chinese goods and wrenching an entire economic and political relationship, can possibly advance our interests," says Mr Stuart Eizenstat, under-secretary of commerce for international trade.

Yet senior US officials also acknowledge privately that, to secure an extension to China's MFN status and keep their engagement policy on track, they must still have a domestic political minefield.

One potential hazard is the impending Congressional hearings on illicit campaign funding. Even if these turned up no firm evidence to implicate China, some observers fear the publicity they generate could inhibit Mr Clinton from throwing his full political weight behind renewing China's trade status.

The debate will also be heavily overshadowed by Hong Kong's reversion to China on June 30. Mr Clinton must propose the renewal by June 3, and Congress is required to vote within 90 days. However, his advisers accept that it is unlikely to do so until after the handover.

They hope Congress will act by the end of July, before breaking

for the summer holidays. That may be optimistic. Some members have indicated they will want longer to monitor Beijing's behaviour towards Hong Kong. Ms Connie Mack, a Republican senator, for example, has proposed postponing a vote on China's status until early September.

Another possibility is that Congress might vote against renewal, delaying a final decision until late this year. A third option would be to pass legislation making it subject to China fulfilling specified conditions of good behaviour.

US officials - like the Hong Kong government - insist threats to withhold Most Favoured Nation status from China are hollow, since doing so would hurt the territory's exports as much as China's. "In truth, we have very few levers to hold China to its commitments towards Hong Kong," says one.

That leaves the administration relying heavily on China on two counts: that it will tread carefully in its approach to Hong Kong; and that it will treat the dogfight in Congress as a largely domestic affair, which does not directly threaten the two sides' efforts to build a stronger relationship.

So far, their embryonic dialogue seems to be surviving the strain. But even US officials who predict a successful outcome to the debate are uncomfortably aware of the dangers that Beijing will misinterpret the political signals from Washington.

"I am fairly confident that any actions which Congress takes against China will be largely symbolic," says one. "But the question is, will China understand that?"

OBSERVER

End for Paris match

The sun-in-law does not seem to get along with the daughter-in-law. So it seems with the departure of Bernard Stern from Paris. Bernard Stern, 63, the Paris house, has been a key figure in the city's financial life for decades. He was a close friend of the late Jacques Delors, president of the European Commission, and a member of the board of the Paris-based investment bank, Paribas.

David Wall, himself a former Paribas executive, says Stern's departure is a blow to the city's financial life. "He was a key figure in the city's financial life for decades," he says. "His departure is a blow to the city's financial life."

With its upper echelons dominated by veterans such as Antoine Bernheim, 72, and Pierre Roper, 63, the Paris house is losing its edge in the city's financial life. "The city's financial life is losing its edge," says David Wall.

quarrelled over who should get a board seat at Pechiney. With the sun-in-law out of the way, the bank may even find that top-rank talent is not quite so hard to find or keep.

Meanwhile, David Wall, 58-year-old chairman of Lazard Frères in London and a man with merchant banking in his blood, is looking in the vicinity of the French newspaper that he would make "his daughter" David Wall. He is a loyal player down the line, claiming David Wall would only leave Lazard "if it were to fail".

New broom

Residents of Mahabul Bagh, a sleepy residential district in New Delhi, are finding it hard to keep up with the changes in their neighbourhood in the few days since Indar Kumar Gujral, who lives there, was appointed India's prime minister.

First came the armed policeman, who swam through the area at all times, blocking traffic at any sign of a white official Ambassador car and trying to herd joggers out of the local park.

arrived at the local electricity sub-station. The unlit video shack has gone, and so have the fruit-sellers' stands from the nearby crossing on the ring road. All roads leading to the colony are being resurfaced - needed for years.

What Gujral thinks of this is not known - after all, he does know what Mahabul Bagh looked like before. He will move to an official residence when his predecessor gets round to moving out. But given the storm clouds already swirling round his government, he might be wise not to board up his own house just yet.

Minefield

Do business newspapers count as truly national newspapers? This is not just a bar-room debating point for FT types, but a crucial question for Brazil's privatisation programme.

The government is still trying to appeal against the ruling. But as far as judge João Batista Gonçalves was concerned, readers of mainstream papers such as Globo and Folha de São Paulo, who happened to have 500 of those change in their pockets, had missed out on an opportunity to buy a shining company due to this government's oversight.

Price of success

Ireland and the Eurovision Song Contest have become almost synonymous; the emerald isle having won Europe's biggest popular music competition in four of the last five years - and eight times in all.

On Saturday, the small, state broadcaster RTE is again playing host to the 12.5m extravaganza. Part of the tab is picked up by the European Broadcasting Union but RTE has to find 10m from its own resources to finance the three-hour show. Even worse news for RTE, the bookies make the Irish entry favourite to win the blessed thing yet again.

Culture minister Michael Riegan asks rather despairingly: "If Ireland wins time and time again, then is it fair to have one country carrying all the cost?" Given the infuriating lack of the Irish, Observer's unequivocal answer is yes.

Financial Times

50 years ago

Ford Exports
Washington, 1st May. Ford had been shipping 6 per cent of its output overseas, and they were not going to change this, said Mr Henry Ford, addressing the National Press Club. The U.S., he said, was back on the road to "hot, tough competition." The company was trying to achieve leadership again in the low-priced field. While at present working at 65 per cent of capacity, they were building four new assembly plants. Mr Ford considered a "lighter car" unlikely in the U.S. because the public wanted a "living room on the road."

German Currency Reform
Notwithstanding the official denial of reports of an impending German currency reforms, it is believed in usually well-informed circles that some arrangement is on its way, even though the report was premature. The breakdown of the Moscow attempt at the economic unification of Germany does not in itself rule out an agreement between the four Occupation Powers for the adoption of a drastic currency reform.

Le Pen attacks Chirac for promoting 'national suicide'

By David Buchanan in Paris

Mr Jean-Marie Le Pen, leader of France's far-right National Front, yesterday launched the movement's election campaign by saying President Jacques Chirac was asking the French to commit "national suicide" by submerging them in Europe.

At the front's May Day rally, held as usual near the statue of Joan of Arc in Paris, Mr Le Pen accused the president of using the parliamentary election to "ask for a blank cheque to betray France by dissolving it in the Europe of Maastricht" - a reference to the Maastricht treaty on European union.

Mr Le Pen made the president the focus of his anti-government attacks in an hour-long speech, possibly trying to justify his announcement on Wednesday night that he would not run in the election, the first round of which takes place on May 25. Mr Le Pen says he wants to keep himself ready for an early presidential poll.

He said if the centre-right coalition led by Mr Chirac's fellow Gaullist, Mr Alain Juppé, the prime minister, was not returned to power, the president should resign, even though his term lasts until



National Front supporters attend yesterday's rally in Paris where the party election campaign was launched. (AP)

2002. Speaking to 9,000 supporters, and largely ignoring the left, the former Foreign Legion parachutist rejected suggestions he was avoiding the election because he was afraid of defeat.

But Mr Jacques Payrat, a former National Front member who is now the Gaullist mayor of Nice, said he took Mr Le Pen's decision as "an admission of weakness". Mr Payrat, who is defending his parliamentary seat at Nice, had challenged Mr Le Pen to run against him. Defeat might also

have put Mr Le Pen in a poor light compared with his number two, Mr Bruno Mégret, who is strongly favoured to be one of the few National Front candidates to win a seat.

Questioned about this at the Paris rally - held on May Day partly to spite leftwing union marches - most rank and file Front members claimed the Le Pen-Mégret rivalry was an invention of the "biased media" and said they supported Mr Le Pen's decision.

On the mainstream left and right, meanwhile, politicians

continued to direct their fire at each other yesterday, with both sides forecasting a victory for the main opposition Labour party in the UK general election and interpreting it to their own advantage.

Mr Juppé told a rally Labour had "re-established its credibility" because it has renounced socialism and broken with its dirigiste and bureaucratic logic. Mr Lionel Jospin, the French Socialist leader, hailed Mr Tony Blair, the Labour leader, as a friend and said his victory would mark in the UK "the end of the ultra-liberalism... which the right want to impose on us in France".

Emboldened by this week's news of a March fall in the number of job-seekers, Mr Juppé has cautiously started to vault his government's partial success in recently reducing the number of young people without work, even though long-term unemployment is still high.

The overall jobless rate remains at a record 12.8 per cent. He attacked the Socialists for wanting to maintain a "regulated" society and proposing "an artificial boost" by increasing demand, in contrast to his recipe for "lasting economic growth" through steady cuts in spending and taxes.

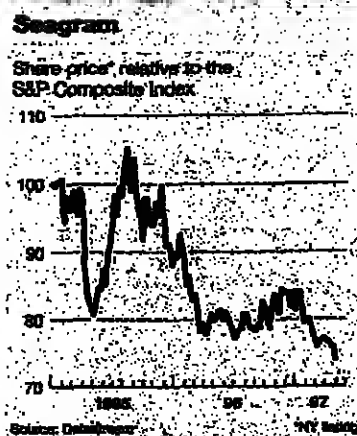
THE LEX COLUMN Upwardly mobile

Could DoCoMo, the mobile telephone arm of Japan's NTT, really be worth \$20bn in a flotation? The short answer is, yes. With revenues of ¥1,900bn (\$15bn) and 11m subscribers, it is the world's largest cellular operator by almost any measure. Profits are currently depressed, with pre-tax margins of only 6 per cent, but this reflects heavy investment to take advantage of explosive growth in its recently deregulated marketplace. Over the next four years, DoCoMo's subscriber base is expected to grow at 20 per cent a year to 25m, giving it more than half the Japanese market. That growth is being fuelled by a steep decline in call charges, which have fallen 47 per cent in three years.

Given patchy financial information, a formal valuation is tricky. But using those forecasts on subscriber growth and assuming further, but more gentle, price erosion, a rough discounted cashflow valuation suggests an enterprise value for DoCoMo of ¥3,900bn (\$31bn). Subtracting estimated net debt of ¥1,150bn (\$9bn) points to a market capitalisation of \$22bn. Alternatively, look at three other established cellular operators: Airtouch of the US, Vodafone's UK business and Telecom Italia Mobile. They are trading at an average of \$3,200 per current subscriber. Applying that to DoCoMo and again subtracting its borrowings gives a market value of \$26bn.

The risk is that new competition provokes a further, unexpected fall in call charges. But on current form, estimates of DoCoMo's value look well underpinned.

FTSE Eurotrack 200:
2266.0 (+8.4)



Seagram
Share price, relative to the S&P Composite Index

using moves and a more benign pricing environment, the business should be performing better. The suspicion must be that now that Seagram has gone into show business, spirits will start to come off the band.

The group could still benefit from big strategic moves. Its MCA music business is very much US-focused, and a link-up with EMI would make good sense, given the latter's exposure to Europe and emerging markets. But with costs in the entertainment business spiralling and risks increasing - Seagram's last big film, Dante's Peak, has not been a raging success - Mr Bronfman will need a convincing story on valuations to splash out on another big media deal. And while the Bronfman family controls the company, families also prefer to see value creation.

is not against the idea. The snag, under the present British and Dutch tax regimes, is that a hand-out would not be particularly tax-efficient.

That might change - if for instance Britain abolished advance corporation tax or the Netherlands changed its rules on buy-backs. And if the cash just piles up, the case for handing it out anyway will grow. But in the meantime, might it not be better to find good uses for the money within the company? Shell often talks of stepping up its investment programme, but the figure actually fell this quarter against the same period last year. Nobody wants the company to hurt money uncritically down black holes. But with so much cash sloshing around, the group badly needs to strive to find ways to use it well.

UK DIY sector

DIY retailers will fall asleep tonight dreaming of bright skies, bank holidays, and jangling tills. And yesterday's buoyant trading statement from Wickes confirms that things are looking up for the \$4.4bn-a-year industry. Certainly it has bounced back from 1995 when the market failed to grow. Last year, growth was around 6 per cent and the pace has probably picked up slightly since then. Good weather has helped, while the pick-up in the housing market and building society windfalls will fuel further growth.

Scratch a little deeper, though, and the sector remains in frail health. Consumer spending is still far from robust: demand for discretionary items like carpets has plummeted recently. And while the DIY market is growing, gains are not being shared evenly. The big winner is B&Q, and Sainsbury's Homebase continues to do well. But others like Do-it-All, Wickes and Texas are still failing to make money.

The problem remains overcapacity. Space may not have grown as fast as sales: Wickes has curbed its hectic growth, and capacity is being cut at Do-it-All and Texas. But B&Q has continued to open new warehouses, and their more modern delivery has helped them pinch custom. With Texas in the Homebase fold, the sector has lost some of its more self-destructive habits, but pricing still remains very competitive. The concern is that if it proves this difficult to make money when the cycle is benign, trouble surely lies ahead when another downturn arrives.

'Millennium bomb' threat to global telecoms links

By Alan Gane

Major telecoms operators have warned that it could be impossible to telephone some countries after the turn of the century because of the so-called "millennium bomb".

While large operators in the US and the UK are investing heavily to ensure their systems are free of the bomb - the inability of some computer systems to distinguish between this century and the next - operators elsewhere are behind in their preparations.

British Telecommunications, which has set up a programme to ensure its systems will function correctly, has written to its counterparts abroad to ascertain their preparedness.

Mr Paul Harborne, head of the BT programme, said: "We believe some European operators are working on it but it

anybody taking any action at all in the Far East".

He is chiefly concerned that the world's operators should not only eliminate the bomb from their systems but have time to spare to test the way they work together.

AT&T, the largest US operator, for example, has established a project team under Mr George Brucia, a vice-president, and aims to have the work completed by January 1 1999. The company said: "We see this more as a task to be carried through than a problem. But if it is not completed in time, it will be a serious problem."

Major telecoms manufacturers, including Lucent Technologies of the US, France's Alcatel, GPT of the UK and Sweden's Ericsson, are addressing the issue. The expected ready availability of equipment tested for compli-

ance could therefore provide a solution for operators who do not take action quickly enough, according to some experts.

The International Telecommunication Union, the Geneva-based organisation which co-ordinates the activities of national operators, will, for the first time, discuss what action to take in talks beginning on May 20.

While it has no power to force individual operators to take action, it could set standards against which their compliance could be tested.

The bomb results from the common software practice of storing the year in a date as two digits - 97, rather than 1997 - to save memory. After December 31 1999, affected computers may malfunction in unpredictable ways because of their inability to recognise a 21st century date.

US budget talks edge toward deal

Continued from Page 1

with news that consumer spending rose in March by 0.5 per cent to a seasonally adjusted annual rate of \$5.37 trillion (million million), while incomes rose 0.6 per cent in March after a 0.8 per cent jump in February.

The proposed tax cut falls slightly short of Republican hopes, while the slashing of expenditure on Medicare goes \$10bn further than the last offer from the White House.

But Republicans yesterday appeared upbeat about the chances of a deal. "It seems as though there is an enormous amount of agreement on the budget," said Ms Marge Roukema, a Republican Congresswoman.

Senator Tom Daschle, the minority leader, made clear that he and many of his fellow Democrats were unhappy about the terms of the deal and the way it was hammered out in secret negotiations.

He said: "I'm declaring my independence. I'm not going to sell it if I don't believe in it."

The tax cuts were reported to include a tax credit of \$500 per child, a lowering in capital gains tax and a doubling to \$1.2m in the minimum size of estates which attract inheritance tax.

Fidelity names chief operating officer

Continued from Page 1

to enforce greater discipline. He displaced Mr Gary Burkhead, who went to a newly created position running Fidelity's institutional business.

Mr Johnson said the appoint-

ment of a chief operating officer was a "natural step in the evolution of our senior management team", given the pace of Fidelity's growth.

The moves also intensified speculation that Mr Johnson is preparing the way for his 35-

year-old daughter, Ms Abigail Johnson, to succeed him. A fund manager with Fidelity since 1988, her latest promotion came earlier this week when she was one of three new associate directors appointed by Mr Pozen.

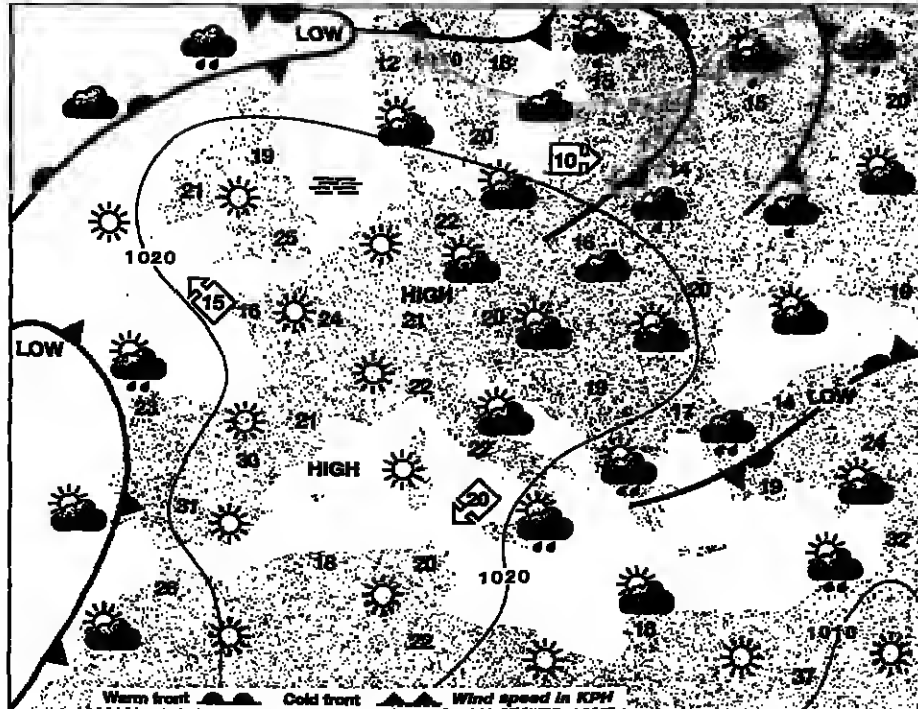
FT WEATHER GUIDE

Europe today

Most of north-western Europe will be sunny because of high pressure over the area. Temperatures will exceed 20°C in most places. Most of the Iberian Peninsula will be sunny but there will be clouds in the west as a disturbance approaches from the Atlantic. The Alps and northern Italy will be mainly sunny. Sunny periods are expected in southern Italy though Sicily may have showers. Showers are also expected in Greece and most of Turkey. The Ukraine will be partly cloudy and rain is possible.

Five-day forecast

The high pressure system will gradually move into the western Mediterranean. Meanwhile, low pressure will prevail over eastern Europe and Scandinavia. By Sunday, a disturbance will reach western Europe and conditions will deteriorate. This storm system may bring winds and rain to the area early next week.



TODAY'S TEMPERATURES

Maximum	Minimum	Forecast	Maximum	Minimum	Forecast	Maximum	Minimum	Forecast	Maximum	Minimum	Forecast
Abu Dhabi	30	28	Caracas	31	28	Faro	22	18	Rangoon	35	28
Algiers	28	25	Cardiff	20	15	Frankfurt	21	15	Rangoon	35	28
Amsterdam	22	18	Casablanca	23	18	Geneva	23	18	Rio	27	22
Athens	28	25	Chicago	11	8	Gibraltar	22	18	Rome	22	18
Bahia	28	25	Cologne	23	18	Hamburg	23	18	S. Frisco	22	18
Bangkok	30	28	Dakar	28	25	Helsinki	21	15	Seoul	24	18
Bombay	30	28	Doha	34	30	Hong Kong	27	23	Singapore	33	28
Buenos Aires	24	20	Dubai	35	32	London	22	18	Singapore	33	28
Buenos Aires	24	20	Dubai	35	32	Madrid	22	18	Sydney	24	18
Buenos Aires	24	20	Dubai	35	32	Manila	28	24	Taipei	28	24
Buenos Aires	24	20	Dubai	35	32	Montreal	15	10	Tokyo	24	18
Buenos Aires	24	20	Dubai	35	32	Moscow	15	10	Toronto	13	8
Buenos Aires	24	20	Dubai	35	32	Mumbai	28	24	Vancouver	18	13
Buenos Aires	24	20	Dubai	35	32	Nairobi	25	21	Vancouver	18	13
Buenos Aires	24	20	Dubai	35	32	Nagasaki	21	17	Vancouver	18	13
Buenos Aires	24	20	Dubai	35	32	Nassau	24	20	Vancouver	18	13
Buenos Aires	24	20	Dubai	35	32	Nice	24	20	Vancouver	18	13
Buenos Aires	24	20	Dubai	35	32	Nicosia	24	20	Vancouver	18	13
Buenos Aires	24	20	Dubai	35	32	Osaka	25	21	Vancouver	18	13
Buenos Aires	24	20	Dubai	35	32	Perth	25	21	Vancouver	18	13
Buenos Aires	24	20	Dubai	35	32	Prague	20	15	Vancouver	18	13

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ACCESSING US CAPITAL MARKETS

Americans have more money to save and are more worried about saving. The result is a timely balance between demand for capital and supply of funds, writes Tracy Corrigan

Pot of money for foreign issuers

In recent years, the vast flow of money into mutual funds and other savings by America's retirement-minded baby-boomers has proved a potent engine of economic growth. In the domestic economy it has helped provide America's burgeoning high-tech industry on the West Coast with easy access to cheap financing. And, more recently, as US assets began to look expensive, American investors have started to provide a substantial amount of financing for foreign companies.

In 1996, foreign borrowers raised \$463bn in the US domestic bond market, while foreign initial public offerings (IPOs) and secondary equity offerings in the US market totalled \$18bn, according to Securities Data, which tracks securities offerings.

The trend is the result of a timely balance between demand for capital and supply of funds. On the supply side, Americans have more money to save and are more worried about saving than ever before. And the US is by far the largest homogeneous pool of investors in the world.

Historically, though, US investors have been rather parochial. While UK pension funds have a long, colonial-inspired history of overseas investment, US investors have been extremely cautious about currency risk. Instead they have preferred to diversify by taking additional credit risk - a boon to growing companies in the domestic economy, which have benefited from cheaper financing as a result.

The aversion to currency risk has diminished, thanks in part to the availability of derivatives to hedge exposure. But many investors still prefer to buy foreign securities denominated in dollars.

The largest group of buyers is mutual funds, and many of them aren't allowed to buy foreign-currency denominated securities, notes Mr Ted Virtue, head of global finance at Bankers Trust.

In fact, many products are structured so that they can be offered as dollar-denominated investments. In the US market, many borrowers raise bonds in dollars, then swap them back into the currency they need. But as companies grow and become increasingly international, they may in fact need dollar debt to match their revenues.

Similarly, many equity investors prefer to hold American depositary receipts (ADRs), which are denominated in dollars, rather than ordinary shares denominated in the company's domestic currency. Another advantage of ADRs is that they can be traded through the US settlements system, the Depository Trust Corporation. Fund managers thus avoid dealing with the complexities of foreign settlement systems, which may also, in the case of some emerging markets, be unreliable.

The other half of the demand/supply equation is the increasing number of foreign companies in search of new sources of capital. Economies in the emerging

markets have expanded rapidly, and for the most part the development of domestic capital markets has not kept pace. Even in some highly developed European countries, such as Germany, the stock market is immature, and it is hard for companies to raise substantial amounts of equity capital.

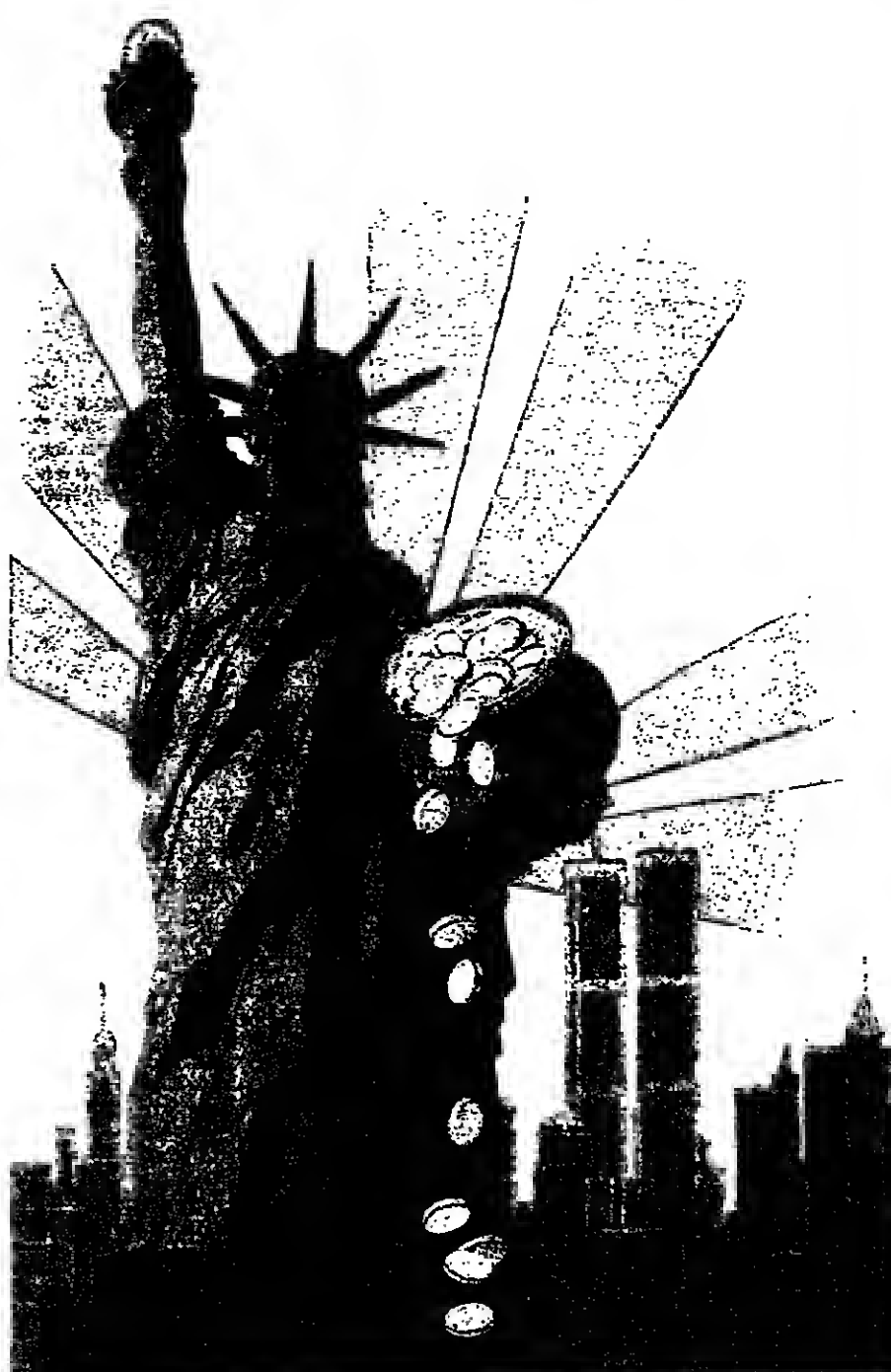
As European governments have privatised large public sector businesses such as utilities, they have sought US investors' participation, sometimes by choice, as a means of securing better pricing, and sometimes by necessity, because the domestic market would have been unable to absorb very large equity transactions.

For example, the largest IPO of 1996 was the German government's sale of Deutsche Telekom shares, raising \$1.6bn from US investors of the total \$13.5bn international deal.

Companies in emerging markets are in even greater need of foreign financing. In the former Soviet Union and much of eastern Europe for example, there is little in the way of commercial banking infrastructure to provide basic bank financing, let alone bonds or equities.

This has meant that the US market has been in some cases a vital port of call to some companies, such as Russia's largest provider of cellular communications, Vimpelcom, which last year became the first Russian company to get a listing on the New York Stock Exchange.

The attraction of American capital has made foreign companies increasingly willing to meet US regulatory



requirements, which are usually stricter than those in their own domestic markets. This has been an insuperable barrier to many companies in the past, but a growing number have overcome their reluctance to undergo the painstaking and sometimes costly process of registering with the US Securities

& Exchange Commission (SEC). To some degree, the gradual shift towards greater disclosure in other markets has narrowed the gap. But more important, more companies have found that complying with stricter accounting and disclosure ultimately helps reduce financing costs by attracting

more investors, not only in the US but internationally. "The [listing] standards are part of the franchise," according to Mr Georges Ugeux, group executive vice-president, in charge of the international side of the business at the New York Stock Exchange.

have an increasingly diverse range of options when they come to the US market. For example, Lukoil, the oil giant, in April became the first Russian company to launch a global convertible bond offering, placed partly in the US market - a trend which could catch on, according to some investment bankers, who say that investors interested in equity exposure may like the greater safety of the bond structure.

The development of the market has also allowed an increasingly broad range of companies to gain access. In the bond market, the low interest rate environment and tight spreads in the US market have encouraged investors to buy lower-rated foreign credits. A market for sub-investment grade foreign borrowers has started to develop.

"Traditionally in these [domestic] markets, companies have had sometimes no access to capital at all, or have been limited to bank debt and or equity. As the high yield market in the US opens up to provide long-term capital, you will see an abundance of deals," said Mr Virtue.

The pool of capital outside the US is also set to expand, since, over time, mutual funds and pension funds will develop in these local markets, says Mr Virtue. This will further improve access to capital for the companies concerned, but US investors will also be well placed to benefit, because broader demand should help boost prices. However, until that happens companies without a developed domestic investor base can face exaggerated volatility in the trading of their securities. This is because foreign investors tend to bail out en masse when the going gets tough - as Mexican companies found at the time of the peso crisis two years ago.

The flow of plentiful US capital is finding its way into an increasingly broad array of financings which once fell below the radar of all but the most specialist firms. One example is project finance, which "used to

IN THIS SURVEY

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- Tasty European morsels for investors **Page 2**
- Yankees grab the spotlight
- Profile: NatWest Bank **Page 3**
- Daunting price but high rewards
- Hunt for higher yields continues
- Shareholders sharpen claws **Page 4**
- Foreign flows likely to continue
- Germany's great leap towards America **Page 5**

be a small, specialty business without any global significance," according to Mr Peter Luchetti, global head of project finance at Bank of America, but has recently become a more mainstream, international investment.

Most project finance is still arranged and syndicated purely by banks, but the model is changing. There is now some interest among US institutional investors. "The investor side is developing quite rapidly," said Mr Luchetti, though it is still "nascent". However, on some financings, one tranche is placed with institutional investors, usually structured as a private placement.

These deals, which have a more complex structure than traditional private placements, generally attract a smaller, more specialist audience than traditional private placements, but have been welcomed by investors. "The US buyer wants a diversity of credit and structure," said Mr Bill Batty, head of Yankee new issues at CS First Boston.

"We work to optimise the cost of capital for our clients," observes Mr Luchetti, adding that project finance borrowers generally "get a longer maturity by going to the bond market".

DEPOSITORY RECEIPT LEADERSHIP

 ALCATEL ALSTHOM NYSE Symbol: ALA SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 AXA NYSE Symbol: AXA SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 CHINA EASTERN AIRLINES NYSE Symbol: CEA SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 COMPTON NYSE Symbol: COM SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 DIXON GROUP PLC SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 GAZPROM SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>
 GRUPPO IRI NYSE Symbol: IRI SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 LOGITECH NASDAQ Symbol: LOGY SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 MINEBEA CO., LTD. SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 SCOR NYSE Symbol: SCO SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 SGL CARBON AG NYSE Symbol: SGG SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 STATE BANK OF INDIA SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>
 SAE SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 TATNEFT SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 TRANZ RAIL SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 VIKAS SANCHAR NIGAM LIMITED SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 WIENERBERGER SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>	 WOLFF SPONSORED AMERICAN DEPOSITORY RECEIPT (ADR) FACILITY Established by [Bank of New York] <small>This announcement appears as a matter of record only.</small>

2 ACCESSING US CAPITAL MARKETS

AMERICAN DEPOSITORY RECEIPTS • by Laurie Morse

ADRs get a warm embrace

Privatisations in Europe and Latin America are driving the programmes

The US capital market's appetite for yield and diversification helped drive American depositary receipt (ADR) trading to a record in 1996, with turnover valued at \$345bn. Investors also embraced a flood of new ADR issues last year as confidence in emerging economies rebounded after a wobbly 1995.

Non-US companies raised \$19.5bn in new ADR offerings in 1996, a 71 per cent increase in dollar volume over 1995, and very near the record \$20bn set in 1994. The soaring US stock market and the rush of money into mutual funds in the US created ideal conditions for non-US companies seeking equity capital from US-dollar-oriented investors.

"A lot of the ADR surge last year was driven by growing interest in cross-border investing," said Mr Kenneth Lofgren, senior vice-president in charge of the Bank of New York's depositary receipt division. "US stocks were perceived as overvalued, and money managers were looking for diversification."

On the issuance side, investment banks that administer ADR programmes say that privatisation of state-owned companies in Europe and Latin America is the biggest force driving depositary receipt programmes. Governments have sold nearly \$370bn in state-owned assets to the private sector since 1991, and the pace of the privatisations is becoming more rapid.

Last year privatisations accounted for about \$3.7bn in depositary receipt sales. The year's largest capital-raising project, the privatisation of Deutsche Telekom, the German telecommunications giant, included a \$1.1bn issue of ADRs traded on the New York Stock Exchange (NYSE).

Global telecommunica-

tions sell-offs are continuing, with VSNL, the Indian telecommunications company, comprising the highest ADR issue in this year's first quarter, raising \$447m in March. Citibank expects five big telecom offerings in 1997-1998, including France's France Télécom (expected to raise between \$6bn and \$10bn); Italy's Stet; Australia's Telestra; Japan's NTT; and the Netherlands' KPN. Only the KPN offering is expected to be valued at less than \$6bn.

While ADRs were created decades ago, they have been at their most buoyant in the past five years. Mr Richard Grasso, president of the NYSE, recently described the confluence of the internationalisation of US equity portfolios with the surge in foreign equity issuance as one of the most fundamental shifts in global market structure since the industrial revolution.

ADRs represent shares of foreign companies held on deposit in the issuer's home market. They are quoted in US dollars, clear and settle like US shares, and can trade freely on US exchanges. In most cases, companies issuing ADRs must register with

the Securities and Exchange Commission and provide annual reports written in English.

As such, ADRs are far easier for US investors to evaluate and trade than the same shares traded in the issuer's home stock market. For issuers, an ADR listing on a US stock exchange provides prestige and visibility as well as access to capital.

"For many of these companies, the US represents a huge market for products and services, as well as capital, and a US listing keeps their name in the public eye," said Mr Carl Kester, a finance professor at Harvard Business School.

An ADR listing, however, does not guarantee the investment quality of an issue. Retail investors, which are the fastest growing segment of ADR buyers, should "make sure their eyes are wide open", when buying depositary receipts of companies where the integrity of the share transfer process and legal certainty in the home country are questionable, said Mr James Donovan, managing director, depositary receipt services

for Citibank globally.

In Russia, for example, Citibank has taken a cautious view of backing ADRs because the legal and share transfer environment remains risky. "Citibank is committed to Russia, but not for this product," Mr Donovan said.

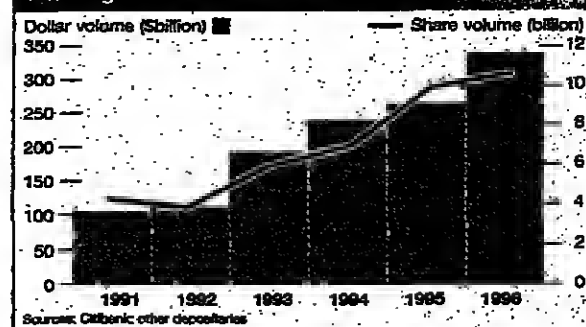
Quality is an important factor in maintaining investor confidence, particularly for retail buyers.

"Some depositary banks are bringing in issues that shouldn't be here," Mr Donovan said. "That doesn't help the marketplace over the long run."

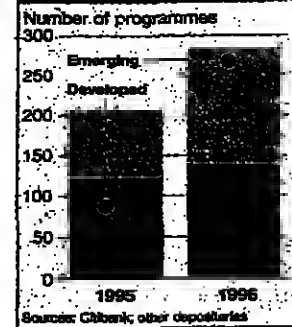
That caution is noticeable now that ADR issuance is increasingly an emerging market business. Last year new ADR programmes from emerging markets accounted for half of new ADR issues and slightly more than half of the capital raised from all issues.

Some ADRs, such as Telecom, Mexico's telephone company, and its Brazilian counterpart, Telebras, are more actively traded in the US than in their home countries. Indeed, telecom ADRs frequently top the most-active trading list at the NYSE.

Total depositary receipts trading volume and value



Depositary receipts programmes established



EQUITIES • by Michael Lindemann

Tasty morsels for a ravenous appetite

The US remains the single biggest destination for European stock offers this year

A cursory glance at any data showing US demand for foreign equity indicates that 1996 was a bumper year, almost twice as big as the previous year.

Given the success, investment bankers, investors and, most important, many European companies are asking themselves whether 1997 will be as good.

Companies ranging from France Télécom, the state-owned French telecoms group, to Repsol, the Spanish oil and gas company, are heading for initial public offerings of shares or other forms of equity placement. France Télécom, probably Europe's biggest initial public offering (IPO) this year, hopes to raise up to FF950bn. Much of the European stock will be placed in the companies' home markets but the US remains the single biggest international destination for such issues.

According to Salomon Brothers, the US investment bank, between 20 and 30 per cent of European privatisations are targeted at US investors.

How then are they likely to react? The recent US rates rise will have tempered enthusiasm for the equity markets and there is still plenty of

popular ADR programmes.

Looking forward, more and more companies may choose direct listings on the NYSE and other US stock exchanges, rather than using depositary receipts, particularly as the exchanges pur-

sue a strategy of listing foreign-based companies' shares in currencies other than the US dollar.

Mr Grasso of the NYSE sees parallel markets. "I think the retail investor here in the US will always want

the ADR. The institutional investor has already indicated, through tapping the home markets of non-US issuers, the capacity to accept the difficulties in transfer and dealing in local currencies."

Foreign IPO and secondary equity offerings in US

Year	Proceeds (\$m)	No of issues
1990	245.8	38
1991	4,596.9	29
1992	5,084.7	49
1993	8,045.2	80
1994	10,013.8	92
1995	8,395.2	85
1996	18,311.5	154

* Initial public offerings

Source: Securities Data

anxiety that equity markets could be heading for a correction which is more dramatic than that seen so far this year.

"We all recognise that there is an increased level of anxiety out there in the markets," says Mr James Knowles, an executive director at Morgan Stanley, the US investment bank. But that "anxiety" will not necessarily translate into less demand from US investors, Mr Knowles says. "It means that the opportunities will be more mainstream, more liquid and less boutique."

The most useful measure for trying to gauge the US appetite for foreign equity are the mutual fund flows. Mr Knowles says, and data suggests they are at "relatively high levels" despite the recent rates cut.

For the week ending April 16, the mutual funds had total assets worth \$1,250bn. Of that \$170bn was invested in international funds and there had been net inflows

during the week of \$710m.

Evidence that the funds have held up reasonably well is provided by figures for the week ending February 19, two months earlier. At the time mutual funds' assets stood at \$1,300bn, with \$171bn held in international funds and net inflows of \$2.1bn.

Given that several strategists at investment banks such as Morgan Stanley are recommending a switch out of US equities and more exposure to European and Asian stock, bankers suggest that much of the US demand will be determined by the supply of primary European equity.

The prospects are good. While 1996 was also a bumper year, dominated by Deutsche Telekom's IPO, a raft of issues from western Europe, including Spain Telefonica, Italy's ENI and Greece's OTE telecoms group will ensure that investors will be spoiled for choice.

"Primary equity volumes in 1997 should outstrip the

quantity in 1996," according to a banker at Salomon Brothers.

For political reasons, moreover, the supply of equity will be almost unlimited, bankers say.

Several western European governments are determined to meet the Maastricht criteria for a single European currency. In theory they are forbidden from using privatisation revenues to reduce their budget deficits but the dash to fulfil the Maastricht criteria means that privatisations will be at the forefront of their minds.

The France Télécom issue, which was postponed last week for one month, neatly underlines the pressure to privatise.

"The important thing to note is that the issue has only been delayed for a month," said one investment banker. "That issue needs to go ahead."

Many of these placements come from companies such as ENI which are not newcomers to the placement process. On top of that, mechanisms such as book-building are designed to ensure that the stock is priced at a level which the market is willing to pay, lessening the risk that investment banks will be left with unsold stock.

Other bankers point out that European companies can improve the take-up from US investors by listing on the New York Stock Exchange.

Several companies, notably Deutsche Telekom last year, have recognised the advantage of a US listing, a process which is gradually becoming easier as European and US accountants struggle to harmonise their different standards.

Bankers point out that the extra demand generated by a NYSE listing depends heavily on the type of sector in which the company operates and on market dynamics at the time. One added, however, that a well-managed NYSE listing could increase US take-up by a further 10 per cent.

Investment bankers therefore are sanguine about US demand for international equities this year.

They acknowledge that cash positions have been built up in recent months, given uncertainties about the markets' directions. They insist, though, that it cannot last.

"It can only be a short-term phenomenon," one banker said. "That money has got to be invested somewhere."

Public and private debt and equity issuance by non-US issuers*

Manager	Proceeds (\$m)	Market share	Number of issues
1 Merrill Lynch	23,817.7	17.1	164
2 Lehman Brothers	20,278.9	14.6	123
3 Goldman, Sachs	18,536.5	13.3	145
4 JP Morgan	15,534.1	11.2	97
5 Credit Suisse First Boston	10,196.7	7.3	139
6 Morgan Stanley	10,187.0	7.3	77
7 Salomon Brothers	9,356.9	6.7	97
8 Citicorp	3,532.0	2.8	84
9 Chase Manhattan	2,535.6	1.9	38
10 Donaldson, Lufkin & Jenrette	2,046.6	1.5	28
11 NatWest Markets	1,557.8	1.3	19
12 UBS	1,236.7	1.2	19
13 SBC Warburg	1,437.2	1.0	22
14 Newbitt Burns Securities	1,349.5	1.0	21
15 BankAmerica	1,238.1	0.9	25
16 Smith Barney	1,048.6	0.8	9
17 Deutsche Morgan Grenfell	998.1	0.7	19
18 Bear, Stearns	956.9	0.7	10
19 Schroder Group	921.1	0.7	10
20 BZW/Barclays	906.0	0.7	13
21 A&N AMRO Hoare Govett	870.8	0.6	11
22 ING Barings	795.3	0.6	20
23 Bankers Trust	756.4	0.5	8
24 Bank of Tokyo-Mitsubishi	626.6	0.5	8
25 HSBC	584.1	0.4	5
Top 25 totals	132,278.4	95.2	1,193
Industry totals	136,984.2	100.0	1,275

* Includes 144s and non-144s; full credit to bookrunner

Source: Securities Data

AS

BZW was the co-agent/arranger in the \$231 million Construction Loan for AES Warrior Run due 2001.

CAPMAC

BZW was the sole agent in the \$1 billion Equity Facility for CAPMAC due 19 May 1997.

CINERGY

BZW was the sole agent in the \$500 million Revolving Credit Facility for Cinergy due 15 July 2001.

EDISON MISSION ENERGY

BZW advised Mission Energy on the acquisition of First Hydro for \$550 million.

FLAG

BZW was the managing agent in the \$950 million Term Loan for FLAG due April 2001.

ISSUERS

INVESTORS

GEMINI SUBMARINE CABLE SYSTEMS

BZW acted as sole agent and arranger for a \$330 million Project Finance for Gemini Submarine Cable Systems Ltd., a State-of-the-Art fibre optic cable link connecting the US and the UK.

IRIDIUM

BZW arranged and structured a \$15 million Term Debt Facility leveraged off Greenstone's Sprint Nextel gold mine. BZW Mobile Group structured and implemented a Medium Term Note Hedge.

NORTEL

BZW was the sole Underwriter and arranger for a \$120 million Asset-Backed Loan Facility for NorTel Telecom de Colombia, S.A. and NorTel Communications de Colombia, S.A. due June 2001.

WESTERN WIRELESS

BZW was the debt placement agent in the \$550 million Senior Credit Facility for Western Wireless due 31 December 2002.

BONDS • by Tracy Corrigan and Samer Iskandar

Yankees grab the spotlight

New borrowers are likely to be the main beneficiaries of an expanded market

The US market for public debt and private placements by foreign issuers, once a tiny adjunct of the vast US corporate bond market, has thrived in the favourable interest rate environment of the past two years.

In the first quarter of 1997, issuance in the US corporate bond market, according to Securities Data, totalled \$48.1bn, compared with \$16.4bn in the same quarter of 1996.

In 1996, the combined issuance of Yankee bonds and foreign bonds sold in the US under Rule 144a of the Securities and Exchange Commission reached \$45bn, making it the second most active year, just short of the record high set in 1993.

This growth was accompanied by changes in the type of borrower, as well as in the structure of bonds. US investors, enticed by the opportunity to pick up extra yield, became increasingly willing to tackle lesser-known foreign credits as the yield differential between conventional US corporate bonds and US treasuries narrowed dramatically.

"Investors [are] actively looking to diversify their portfolios by participating in new names," J.P. Morgan says in a recent report. The US bank also points out that debut borrowers, which raised \$21.5bn last year in the US domestic market, accounted for nearly half of all issuance.

Whereas the market was dominated, in its early days, by borrowers with triple-A and double-A ratings from the large credit rating agencies, it has now shifted towards a more diversified group, with an average rating in the single-A category.

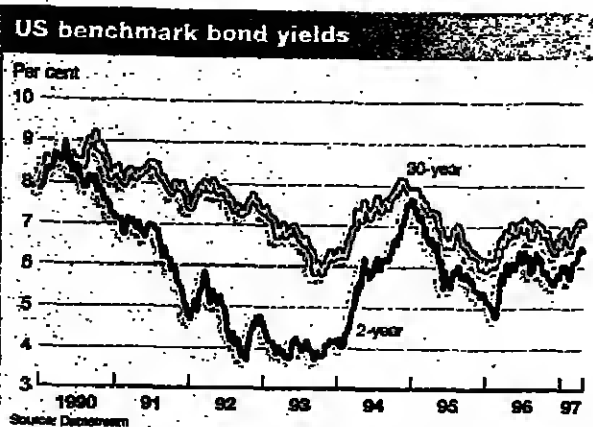
The market share of issuers from Asia has doubled in the past five years or so, to around 25 per cent of the total amount issued.

Borrowers from Australia and New Zealand, almost entirely absent a few years ago, now account for some 10 per cent of issuance. Latin American issuers account for another 10 per cent of issuance.

The strong growth in the market share of these relatively new issuers has been made almost entirely at the expense of supranational organisations and the Canadian provinces.

"These issuers are getting a better deal in terms of pricing on the eurobond market," explains one analyst. "They have strong retail appeal, because they have become household names in Europe."

Conversely, emerging market borrowers - and more generally issuers with low credit ratings - are likely to be the main beneficiaries of the Yankee market's expansion. One analyst explains that this is due to US investors being more experienced than their European counterparts in valuing credit risk.



"US investors are now more comfortable investing overseas and diversifying from triple-A assets," says Mr Mark Schneider, head of J.P. Morgan's international issuers group in New York. "Like equity investors who preceded them, US bond investors are diversifying the benefits of diversification."

There have also been new areas of activity. For example, some foreign borrowers have been able to raise project finance through the bond markets, as an alternative to traditional project finance through banks.

"Relative cost is an issue.

or Canadian provinces. But in 1990, the SEC realised that the stringent requirements were causing corporate issuers to turn to other markets, such as eurobonds. It then introduced Rule 144a, allowing non-US companies to issue debt (or equity) in the US market without registering it.

The paper had to be sold to qualified institutional buyers (QIBs), large investors who were supposed to be sophisticated enough to assess the risk involved, and who were then able to trade the paper with other QIBs in the secondary market. And,

after two years, unregistered securities could be sold in the public market.

For the first few years of its existence, the 144a market grew in fits and starts, but in the first quarter of 1997 around a third of all foreign deals in the US were 144a deals. The sector was the only part of the US domestic market which grew - by a substantial 62 per cent to \$5.6bn, while public Yankee issuance shrank by 33 per cent. And in the first quarter, the proportion of sovereign and state borrowers shrank to 30 per cent from 40 per cent a year before.

There has also been a shift in the geographical split. "In the first quarter, Europe comprised the largest group of borrowers for the first time in history," said CSFB's Mr Batty, who expects issuance from Europe to grow rapidly as more central and eastern European borrowers seek funding in the US. The other significant development in the Yankee market has been the emergence of a high-yield sector which accounted for around a quarter of total issuance in the first quarter of 1997, compared with 13 per cent

for the same period of 1996. "With spreads having tightened considerably over the past year or two, investors are increasingly seeking out higher yield product and are willing to travel down the credit curve," said Mr Mark Seigel, a managing director at Morgan Stanley.

"If you are performance-oriented, you are motivated to find out where Slovakia is," quips Mr Batty. So far, despite the recent widening in spreads due to market conditions, the shift has generally proved rewarding. Mexico's \$1bn five-year deal launched in January 1996 at a yield spread of 445 basis points over the comparable US Treasury, had tightened to 169 basis points by mid April, according to CSFB. Deals launched more recently have fared less well. Colombia's 10-year deal launched in February at 130 basis points over Treasuries was trading at 180 basis points by mid-April.

Given the growth of the 144a market, the universe of investors is no longer the restricted area it once was. Essentially, around 600 large buyers control the market, according to specialists. This means that the market can absorb large deals, such as a recent \$1.9bn offering by Petronas, the Malaysian oil company.

Mr Batty estimates that only around 15 per cent of investors in the Yankee market are excluded by a 144a structure. "It's really the same investor base," concurs Mr Seigel.

Although on an individual deal the cost savings from a public issue may not be significant - especially once the cost of disclosure and filings have been taken into account - for borrowers who plan to develop their profile in the US market, perhaps issuing stock as well as bonds, the effort is increasingly seen as worthwhile.

Investors still like the reassurance provided by the obligation under SEC registration rules to keep investors abreast of developments with regular filings. "It's a ladder," said one investment banker of the market for foreign financing. "They start at the bottom, with high-yield 144a deals, and work their way up."

Foreign companies' US presence also manifests itself in other ways. For example, reducing currency risk is often a priority for

Rule 144a Yankee debt issuance		
Year	Proceeds (\$m)	No of issues
1990	693.0	9
1991	8,466.0	188
1992	12,150.9	310
1993	26,898.6	516
1994	18,044.8	304
1995	20,398.1	274
1996	32,180.1	341

Source: Securities Data

US public debt - Yankee issues		
Year	Proceeds (\$m)	No of issues
1990	16,539.5	101
1991	31,851.4	243
1992	41,254.5	195
1993	58,449.9	269
1994	46,642.2	268
1995	48,576.7	275
1996	90,958.9	546

Source: Securities Data

companies operating in several countries. And bond issuance is sometimes used as a tool for managing balance sheet risk. By taking on a dollar-denominated liability (issuing US bonds) companies whose main accounting base is a non-dollar currency reduce the volatility of their dollar-denominated assets (US-based plants, property and revenues).

However, there are signs that the environment is becoming less favourable. In the first quarter of 1997, when the US Federal Reserve raised interest rates for the first time in two

years, issuance of US corporate bonds was 5 per cent down on the same quarter the previous year, while Yankee issuance was 8 per cent lower.

The rise in bond yields in the first quarter has also been accompanied by wider spreads relative to the US Treasury market, forcing foreign borrowers to pay more to raise financing. However, the new issues market has remained active throughout recent market volatility.

Even if market conditions worsen, such problems would probably cause no more than a temporary glitch in a longer-term trend.

The market share of issuers from Asia has doubled in the past five years

but the key component is maturity," said Mr Bill Batty, head of Yankee new issues at Credit Suisse First Boston.

He added that projects in the Philippines have been financed for 15 years and in Indonesia for 18 years - longer than they could have achieved through conventional bank financing.

In fact, the opportunity to raise long-dated financings is one of the main attractions of the US market for many foreign issuers - two-thirds of Yankee bonds are 10 years or longer. This contrasts with the eurobond market, where maturities of more than 10 years constitute a tiny minority.

"In the eurobond market there is no real liquidity beyond 10 years," says one New York-based banker. "The US markets are much more at ease with bonds of 20, 30 or up to 100 years' maturity."

Issuers of so-called "century bonds" now include emerging market borrowers such as Reliance Industries, the Indian conglomerate, and Endesa, the Chilean utility.

The US bond market for foreign issuers is split into two sectors. One is the public Yankee market for borrowers registered with the US Securities and Exchange Commission (SEC). This process requires a substantially greater level of disclosure than that required by the domestic jurisdiction of many borrowers.

In the early days of the market, most bonds were Yankees issued by sovereign and supranational borrowers

PROFILE NatWest

Capital return

European banks are likely to become increasingly active in the Yankee bond market as they seek to raise their capital ratios for regulatory purposes.

National Westminster Bank did just that on April 17, 1997, after a six-year absence from the US domestic market.

The bank offered US investors \$500m of perpetual bonds, with a coupon of 7.75 per cent for the first 10 years. After this period, the borrower can choose to redeem the bonds, or raise the coupon.

The issue was described as highly successful by its lead manager, J.P. Morgan.

In December 1996, NatWest launched £300m of eurobonds with a similar structure. Although the sterling issue was also a "callable/step-up" deal, it differed from its Yankee counterpart by having a fixed maturity in 2011.

In technical terms, the perpetual bonds count as upper Tier II capital, while the fixed maturity qualifies the funds as lower Tier II.

"The US market is more at ease with complicated

structures," said Ms Emily Gestetner, from the asset and liability management team at NatWest in London. "But the eurobond market is increasingly accepting them."

Primary market liquidity - investors' ability to absorb large amounts of new securities - is another main advantage in the US. "The Yankee market can usually absorb larger amounts than the eurobond market," said a syndicate official at a US bank.

In NatWest's eyes, however, liquidity seems to have been the determining factor. "We could have done a similar [perpetual] transaction in sterling," Ms Gestetner says. "But given existing market conditions we probably would have paid a slight premium over that which we achieved in the US."

However, costs are not invariably lower in the US. NatWest points out that yield spreads over benchmark government bonds change during the interest rate cycle.

Samer Iskandar



When Mexico's leading packaging and forest products company wanted to tap the Yankee Bond market

Chase opened it.

Grupo Durango called on Chase's expertise in emerging markets for their most recent foray into the U.S. capital markets. With proven experience in financing Latin American growth companies, Chase lead-managed a \$250 million Yankee Bond issue that was increased 25% to meet investor demand.



"In addition to the Yankee Bonds, Chase arranged stand-by credit facilities and served as dealer manager for a tender offer for our floating-rate notes. Altogether, Chase has played a key role in helping us improve our debt profile and financial flexibility."



Miguel Rincon
Chairman and CEO,
Grupo Industrial Durango S.A. de C.V.

CHASE. The right relationship is everything.™

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4 ACCESSING US CAPITAL MARKETS

STOCK EXCHANGES • by Tracy Corrigan

Daunting price but high rewards

A listing provides seal of legitimacy, as well as making it easier to trade shares

When foreign companies want to broaden their equity base by attracting US investors, the first step is frequently to set up an ADR (American depositary receipts) programme through a bank. The next logical stage is to list these ADRs, or actual shares, on one of the main US exchanges – a step which opens up a bigger market for the company's equity.

Around 1,000 foreign companies have ADRs, but only a few hundred are listed. The listing requirements of US exchanges can be daunting. For years, many companies simply ruled out the option of a US stock listing because they did not want to comply with strict accounting and disclosure requirements. But the cost of a US listing also carries rewards: for US investors, a listing provides a seal of legitimacy, as well as making it easier to trade shares.

The increasing willingness of foreign companies to pay this price has provided a lucrative source of new business for the three New York markets – the New York Stock Exchange, the world's largest stock exchange which now lists nearly 300 foreign stocks; the Nasdaq market, which accepts smaller companies than the NYSE and is strongly associated with technology stocks; and the American Stock Exchange, which has lagged behind the other two, and lists only 60 non-US stocks, of which 40 are Canadian.

Under US rules, foreign companies' accounts have to comply with US accounting rules, known as GAAP (Generally Accepted Accounting Principles) before the company can be listed on a US exchange. "It's burdensome

and unfortunately at this stage necessary," says Mr Georges Ugeux, group vice-president in charge of the international side of the business at the NYSE.

However, the NYSE and others have been active in promoting efforts to create international accounting standards. But such rules, which the International Accounting Standards Committee hopes to have in place by a 1997 deadline, would then have to be accepted by the Securities and Exchange Commission (SEC), before the path to the US market would be widened. Partly in anticipation, some European companies – particularly in countries such as Switzerland where the accounts are traditionally viewed by foreign investors with some suspicion – have already abandoned national in favour of international standards.

But the attitude to foreign accounting methods among US investors has if anything hardened, following Daimler-Benz's arrival on the US scene in 1993, when it came to the New York Stock Exchange, and had to translate a profit under German accounting rules into a loss under GAAP.

And the SEC is adamant that it will not weaken its own standards just to facilitate internationalisation – although the head of the SEC, Mr Arthur Levitt, is widely viewed as having

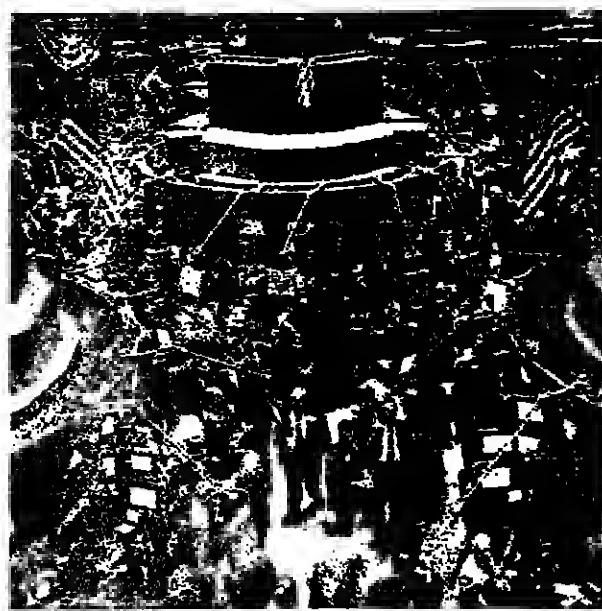
taken a more pro-active role in promoting the US market place.

The other US requirement that some foreign companies balk at is disclosure. Companies listed on US exchanges are required to make regular filings with the SEC – a practice which some traditionally secretive companies are loath to adopt. "Some of them take a very nationalistic approach about the whole thing. The attitude is: if it's good enough for shareholders in the domestic market, why isn't it good enough for Americans?" And foreign companies have come under fire from the SEC for failing to warn investors when things went wrong.

Still, according to the exchanges concerned, companies are becoming increasingly willing to go through the hoops to gain access to the world's biggest pool of equity investors.

In fact, the strict listing requirements are "a very strong selling point for the NYSE," says Mr Ugeux. "You can't have your cake and eat it, if you want to be part of a group of companies that have transparency, depth of information, and have that quality label. It's an investment that companies find worthwhile."

Investors "will ultimately pay more if they are totally comfortable with disclosure," said Mr Alfred Berkeley, president of Nasdaq, who adds that most small



The New York Stock Exchange now lists nearly 300 foreign stocks

entrepreneurial companies are perfectly willing to disclose, while larger, more established companies may be more reluctant. "All these markets are improved" by the greater transparency of information, says Mr Berkeley.

The strategies of the competing US markets generally reflect their strengths in the domestic market.

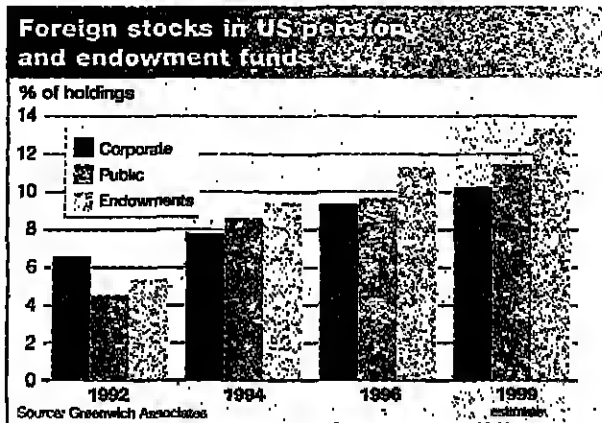
"What we are doing to attract listings is to be ourselves," says Mr Berkeley. "We have this remarkable characteristic of attracting growth companies."

In strict US parlance, Nasdaq is called a market, rather than an exchange because of the different way that trading is conducted. Another attraction for some companies according to Mr Berkeley, is the low translation costs.

Nasdaq also charges less than the NYSE for listing – though Mr Berkeley says that "price isn't the determining factor" for companies. "We happen to have a Walmart pricing strategy because we have such scale [it lists lots of smaller companies] but our chief executive officer is going to decide where to list solely because of price."

All the exchanges claim to help develop the listing company's US investor base. Nasdaq says that "most of technology stocks that come to the Nasdaq are of interest to technology specialists", its own area of expertise.

Amex is strong in natural resources and healthcare stocks, and again empha-



EMERGING MARKETS • by Richard Lapper

Hunt for higher yields likely to continue

US fund managers have driven the market for emerging market issues

The hunt for higher yields over the past two years and a gradual improvement in the credit quality of many developing countries are leading more US fund managers to buy Brady bonds and other emerging market debt. Despite the rise in US short-term interest rates in March – and the prospect of further rises to come later this year – the trend seems likely to continue.

US insurance companies, money and pension fund managers are among the mainstream groups now playing a bigger role. Dedicated high yield funds, which previously would have bought only speculative grade corporate bonds, are now also snapping up Brady and other emerging market issues.

Dealers say that investors who have no expertise in emerging markets but who buy when opportunities arise – so-called "cross-over buyers" – have recently accounted for as much as 25 per cent of the demand for emerging market debt, up from levels of only 3 to 4 per cent 18 months ago. "This market used to be about

Swiss and offshore Latin American money but US fund managers have really driven the market since 1993," says Mr Jonathan Brown, a eurobond syndicate manager with Deutsche Morgan Grenfell in London. A steady improvement in the credit quality of many emerging markets has made it easier for mainstream investors to buy their debt. According to a recent study by Union Bank of Switzerland, 22 of the 50 biggest emerging markets are now rated investment grade by Standard and Poor's and Moody's, the two biggest international credit rating agencies. Two other countries have an investment

grade rating from one of these two agencies.

As a result both issuance and trading levels touched their highest ever levels last year. In 1996, net issuance of international bonds – gross issuance less redemptions – from these countries rose to \$83.3bn, compared with \$28.2bn in 1995 and \$30.9bn in 1994, according to figures published by the Bank for International Settlements.

Data produced by Capital Data, a London-based information service, shows that the trend continued in the first quarter of 1997, with issuers from the emerging markets raising \$28.8bn compared with \$20.6bn in the same period of 1996.

In mid-April, Ecuador launched its first eurobond, selling more than half the paper to US investors. More established emerging market borrowers are raising money

in different currencies and at longer maturities. Also in April, Mexico, for example, issued a 20-year bond denominated in lire, as part of its strategy to develop a yield curve in that currency.

Interest in the secondary debt markets has also surged. The number of transactions of emerging market debt paper more than doubled to \$5.297bn in 1996, according to the Emerging Market Traders' Association (EMTA), a New York-based association which has prepared standard documentation and helped to streamline trading. Since 1992, volumes have increased more than sevenfold. About half of the debt instruments traded are the Brady bonds issued by more than a dozen mainly Latin American and eastern European countries in exchange for distressed commercial loans.

The beginning of screen listings in 1992 and the introduction of fully-fledged electronic trading in 1995 have increased the efficiency of the market. At the same time the participation of higher investors has led to a sizeable increase in the average size of deals. Traders say that deals in the secondary market average between \$10m to \$20m in size, more than 10 times bigger than deal sizes in the emerging equity markets.

Investor demand also helped underpin strong performance last year and although prices have drifted lower since the New York Federal Reserve Bank moved to tighten US monetary policy in March, the decline has been far less marked than in 1994, the previous occasion when the Fed began its tightening cycle. According to the index constructed by J.P. Morgan, the US bank, between March 26 and April 21, 1997, total returns from emerging market bonds have dropped by about 3 1/2 per cent in the month since the rise in the Fed's funds rate. By contrast, in the first month after rates were increased in 1994, total returns dropped by nearly 10 per cent.

Dealers say that mainstream investors have tended to move into shorter term or more liquid emerging market assets rather than dumping all their holdings of emerging market bonds as they did in 1994. Ms Ingrid Iversen, debt strategist with UBS in New York, says debt markets that are more liquid, such as Mexico and Argentina, have been less badly affected than markets such as Nigeria, Ecuador and Bulgaria.

"Liquidity is the overriding concern in this market. Investors prefer core countries," Ms Iversen says, describing the trend as a "flight to quality". In addition, investors have tended to favour shorter-dated emerging market bonds over longer-dated paper. This steepens the emerging debt market yield curve and is particularly evident in the euro market, where outstanding long-dated issues of Mexican, Argentine and Colombian bonds have underperformed those of a shorter maturity.

CORPORATE GOVERNANCE • by Laurie Morse

Shareholders sharpen claws

Investors are becoming more activist and have pulled off coups in US boardrooms

US shareholders are far more interventionist than most. Public pension funds, in particular, hunt for underperforming managements and cosy boards of directors, draw up "hit" lists, and press, sometimes very publicly, for reforms. It is not clear that such activism boosts returns. However, in the US it has improved the flow of information between management and shareholders, and given investors a greater say in company policies.

Shareholder activism, for example, failed to stop a \$128m parting gift to Mr Michael Ovitz, who had served as Walt Disney's president for just one year. However, institutional shareholders have managed a remarkable number of coups in US boardrooms, ousting ineffective managements at a host of top corporations such as IBM, Eastman Kodak, and American Express in the past decade.

Now some of the most prominent US pension fund activists are sharpening their governance models for application overseas. Their initial goals are generally modest and, depending on the venue, realistic. "In Russia, for example, finding out when an annual meeting is scheduled is a big step," says Mr James Kroll, director of global research for Maryland-based Institutional Shareholder Services. "In some countries, the smallest things make us happy."

In emerging economies, Mr Kroll says, activist investors primarily are seeking more disclosure from companies. "The more you know about a company and how it is managed, the more impact an investor can have," he said.

The movement toward American depositary receipt (ADR) issuance for a number of Latin American companies has done worlds of good for US investors seeking exposure in that market, pension fund managers say. As companies comply with ADR listing requirements, disclosure comes closer to

US standards.

In addition to better disclosure, or transparency, corporate governance committees on investment boards look for management and directors that are accountable to shareholders for corporate performance, directors that are independent from management, equity in shareholder treatment, codes of best practices, and some public statement of management's long-term vision.

It is in developed economies that US pension funds and other institutional investors are hitting hardest at corporate governance issues. As pension funds diversify their investment portfolios overseas, they find themselves as minority shareholders in governance cli-

ques for the UK and for France. The pension fund is expected to release governance principles for Germany and Japan later this year. The principles are general, and aim to incorporate the ideas of home-grown governance committees such as the Cadbury Code and Greenbury Report in the UK, and the Vienot Report in France.

"I think some shareholders are disappointed that we haven't drawn up a list of underperforming companies in these countries, like we have in the US," said Mr Pacheco. However, he said Calpers wanted to be sure there was a consensus on governance standards before going forward with more activist measures. "In a year

that if French corporate directors wait until international capital begins to disappear before making reforms, it may be too late.

Calpers would like to see the Paris bourse have a listing requirement that discloses a company's compliance with the Vienot (named after Marc Vienot, chairman of Société Générale chairman, who chaired the French governance panel) guidelines or lack thereof.

It is also pressing leading French companies to eliminate cross-shareholding (where there are overlapping directors for a number of companies) and adopt measures that would confer one vote for each share owned.

In the UK, institutional investors are pushing hard to make it easier to put shareholder resolutions on company ballots. At present a resolution must be offered by a large block of shareholders to gain consideration, and shareholders in some cases must foot the bill to distribute a proposal in the UK.

Similar laws were overturned in the US a decade ago, opening the door to more direct activism.

Progress in governance reforms is likely to be slow. Pension funds, for reasons of risk and diversity, rarely become major shareholders in any one company. Despite the threats of more vocal funds such as Calpers, corporate governance issues in themselves are not enough to turn away international capital from attractive returns in growing markets, says Mr Carl Kester, a corporate governance expert at Harvard University's business school.

For one thing, pension funds have a fiduciary responsibility to their own shareholders to get the highest possible return for their capital. "In many cases, the quality of management and its responsiveness to shareholders is not a first order issue for an institutional investor," says Mr Kester. "Institutions tend to focus on regions of the globe they think offer the best returns, and then focus on companies within those regions that are the best investments. Corporate governance tends to be a second- or even third-order decision for an investment committee," he said.

Calpers top holdings of UK and French companies*		
	Shares held	Market value of holdings** (\$m)
United Kingdom		
British Petroleum	15.5m	183.3
Glaxo Wellcome	9.8m	158.2
Shell Transport and Trading	7.9m	136.5
British Telecom	18.7m	128.0
Lloyds TSB	16.4m	126.6
France		
Elf Aquitaine	713,036	69.2
LVMH Moët Hennessy	270,311	68.4
Total	791,228	68.1
L'Oréal	185,965	65.9
Eaux	500,438	64.1

*Calpers = California Public Employees' Retirement System
**As of January 31, 1997 Source: Calpers

mates very different from that in the US.

The California Public Employees' Retirement System (Calpers) an activist pension fund with more than \$100bn under management, is a good example. Three years ago, Calpers had just 12 per cent of its funds invested in non-US equities. Today, that percentage is nearly 20 per cent and growing.

"Calpers is a long-term investor well-known in the US as an active shareholder," said Mr Brad Pacheco, a spokesman for the pension fund. "Our board has determined that we should assess not just investments, but corporate governance practices in the companies we own."

For a start, Calpers has issued a list of global governance principles, and in March adopted more specific governance recommenda-

or two you may find us targeting [companies in the UK and France]," he said. French companies, in particular, have been viewed as stubborn in recognising the rights of public shareholders. In the past, poorly-run French companies relied on the state to bail them out. Now, because such rescues are less palatable politically, French companies must rely more on outside investment capital.

Enjoying that capital, according to one Calpers report, depends on the assurance that minority shareholders will be treated equitably. "While a board may decide it has the legal right to ignore certain shareholder requests for information and dialogue, doing so may lead investors, at least international investors, to decide to seek other markets," the report observes. The pension fund argues

In the midst of what the world believes is a global economy, why is it almost impossible to do business with U.S. investors without establishing a presence in the U.S.?

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INVESTORS • by Richard Waters

Demand for foreign investments may grow

The rapid growth of mutual funds has been the main driver of investment abroad

The story of the mid-1990s, for US investors at least, has not been in foreign securities.

For more than two years, it has been the US stock market's ascent that has demanded attention. And for nearly as long, a reversal in the US currency's long-term slide has punished holders of non-dollar assets.

Hardly a friendly time, one would have thought, for foreigners to try to tap the world's biggest pool of capital.

Yet, the internationalisation of the US financial markets continues apace. It may not be the investment story that has made the headlines, but the accumulation of foreign securities - whether bought in the US or in overseas markets - remains at a historically high level.

Also, with the US expansion now long in the tooth, and Japan and continental Europe long due an economic recovery, the time would appear ripe for an increase in the flow of capital away from the US.

As in other corners of the US investment industry, it has been the rapid growth of mutual funds that has been the main driver behind the flow of money into international markets. These open-ended funds may still lag longer-established foreign investors, such as pension funds, in their weighting towards non-US assets, but the adjustment so far in the 1990s has been a notable one.

According to the Investment Companies Institute, the mutual fund trade association, the funds' share of foreign assets rose from only 2.6 per cent of their total investments in 1991 to 8 per cent at the end of January this year. That represents an increase from \$36bn to \$355bn.

This trend will take some time to play out, says Mr Tim Ferguson, head of international equities at Putnam, which manages both mutual

during the 1990s reaching \$58bn last year, from \$32bn in 1991.

Pension funds have been steady buyers. Despite the rise in the US equity markets, pension funds have taken the percentage of non-US assets in their portfolios from 6.7 per cent in 1992 to 11.4 per cent, according to Greenwich Associates, an investment research and consulting firm. Also, they expect to take it higher still, to around 12.8 per cent by

according to Mr Charles Ellis, a Greenwich consultant.

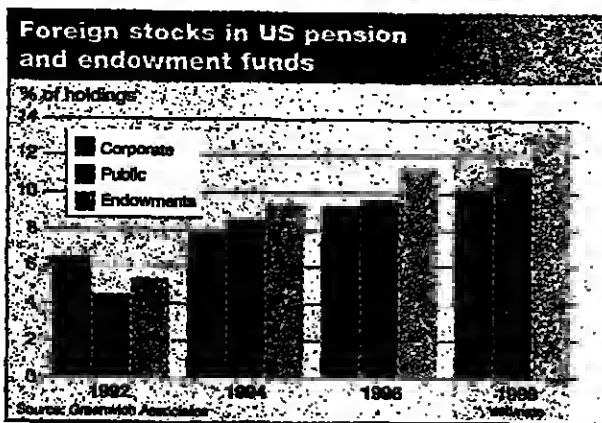
The emerging markets have been one of the more volatile elements in this picture - and in the overall accumulation of foreign assets.

In 1993 - a year in which this suddenly became the most fashionable part of the investment business - flows into emerging market stocks topped \$20bn, the SIA says. This speculative fever ebbed the next year as the US bond market collapsed, though, and the crash of the Mexican peso sent flows down below \$10bn in 1995.

This experience may have left a slightly more cautious attitude, but it has hardly dulled the appetite for the emerging markets: purchases of stocks from these countries climbed back to \$10bn last year, with Asia (which attracted \$8bn) leading the way. Many pension funds are beginning to view these markets as a separate asset class, and most international specialists who manage money for pension funds expect to be more active in these areas in the future, says Mr John Webster of Greenwich Associates.

A sign of the US investment industry's faith in the long-term nature of flows into foreign securities can be seen in the large infrastructure that has built up to manage this money. Putnam, for instance, now has 65-70 people working on international equity investments, more than double the level of a couple of years ago, says Mr Ferguson.

"Even if it were to slow in the short term, we believe the trends will continue," he says.



fund and institutional money: the international holdings of the average investor have a long way to go before they match the level of the average pension fund.

Also, he says: "This year, with [US markets] being sold off, you'd expect [mutual fund investors] to allocate more overseas."

It has not been the mutual funds alone that have driven the increased demand for foreign investments, though. According to the Securities Industry Association (SIA), US investors as a whole have continued to amass non-US equities, with a more or less steady rise in capital flows

1999, Greenwich reports.

There is an irony in all of this, of course. The attractions of international markets were meant to be not only the virtues of diversification they offered, but also the promise of higher returns. Yet, for several years, they have failed to live up to this billing.

Pension funds typically expect their international equity holdings to return around a percentage point more than their US ones - in 1996, 10.9 per cent against 9.9 per cent, according to research by Greenwich. In practice, international investments have disappointed for the past decade,

Basic country indicators (1996)

	Population in millions	GDP in US \$bn	Per Capita Growth US \$	GDP Growth %	Foreign Debt US \$bn	Foreign Debt as % of GDP (end 10/96)	Stock Market Capitalisation (\$Bn)	Rating (S&P)	Rating (Moody's)
Asia									
Hong Kong	6.3	158	25,101	4.3	-	-	440.1	A+	A3
Singapore	3	93	30,261	6.1	-	-	185.5	AAA	Aa1
South Korea	45.2	487	10,727	6.6	125	25.8	138.8	AA+	Aa1
Taiwan	21.3	289	12,520	5.4	48.9	18.2	273.6	AA+	Aa3
China	123.4	773	670	9.6	110	13.5	118.8	BBB	A3
India	953.2	359	384	6	95	26.5	122.6	BB+	Baa3
Indonesia	196.8	221	1,123	8	114.5	51.8	91	BBB	Baa3
Malaysia	20.2	96	4,638	8.3	47.7	51.5	307.2	A+	A1
Pakistan	134.1	65	480	6.1	30	46.3	10.5	B+	B2
Philippines	70.1	83	1,179	5.3	45	54.5	80.6	B	Ba2
Thailand	61.2	184	3,028	8.7	94.5	51.2	99.8	A	A2
Vietnam	75.5	21	277	9.3	8.4	30.6	-	-	-
Latin America									
Argentina	35	339	9,679	3.2	110	32.5	44.7	BB-	B1
Brazil	168.5	761	4,513	3	185	24.5	217.0	B+	B1
Chile	14.4	74	5,140	8.5	21.8	29.4	85.9	A-	Baa1
Colombia	35.7	87	2,432	3.0	27	31.1	17.1	BBB-	Baa3
Ecuador	11.7	19	1,585	1.8	14.9	78.2	1.9	-	-
Mexico	96.6	300	3,106	4.8	175	58.3	106.5	BB	Ba2
Panama	2.7	8	2,898	1.5	5.4	89.2	1.3	BB+	Ba1
Peru	24	62	2,587	2.4	30	48.3	13.8	B-	B2
Venezuela	22.1	64	2,861	-1.3	38	58.5	10.1	B	Ba2
Eastern Europe									
Bulgaria	8.1	11	1,244	-5.0	9.5	83.7	-	BBB-	Baa3
Croatia	4.8	19	3,944	5	4.5	23.9	-	-	-
Czech Republic	10.3	54	5,189	4.3	18	33.6	18.1	A	Baa1
Estonia	1.5	4	2,945	3.5	0.4	9.3	-	-	-
Hungary	10.2	44	4,331	1	29.5	68.7	5.3	BBB-	Baa3
Latvia	2.5	5	2,152	2.5	0.8	11.1	0.2	BBB-	Ba2
Lithuania	3.7	8	2,051	3.5	1.3	17.1	0.9	-	-
Poland	38.7	130	3,353	5	45	34.8	8.4	BBB-	Baa3
Romania	22.6	33	1,435	4.8	7.7	23.8	0.06	BB-	Ba3
Slovakia	5.4	19	3,505	7.0	6.5	34.0	2.2	BBB-	Baa3
Slovenia	2	17	8,572	2.5	4.4	25.6	0.7	A	A3
CIS									
Kazakhstan	16.3	22	1,397	1.0	4.6	20.2	-	BB-	Ba3
Russia	148.3	478	3,305	-6.0	115.4	23.9	37.2	BB-	Ba2
Ukraine	51.8	48	934	-5.0	11.3	23.5	-	-	-
Uzbekistan	22.9	21	914	-0.6	2.1	7.0	-	-	-
Southern EU countries									
Greece	10.6	121	11,624	2.2	26.7	22.1	24.2	BBB-	Baa3
Portugal	9.9	103	11,025	2.5	13.0	12.6	24.7	AA-	A1
Mediterranean and the Middle East									
Egypt	60.1	88	1,123	4.0	28.6	42.3	14.2	BBB-	Ba2
Israel	5.8	93	15,820	4.0	47.5	51.1	40.0	A-	A3
Jordan	5.8	7.2	1,578	4.1	7.1	88.9	4.5	BB-	Ba3
Morocco	27.6	39	1,407	12.0	23.4	80.3	8.7	-	-
Saudi Arabia	19	135	7,106	1.8	25.2	18.7	45.9	-	-
Turkey	63.9	175	2,734	6.9	73.0	41.8	30.0	B	Ba3
Sub-Saharan Africa									
Cote d'Ivoire	14.8	10	688	6.2	20.2	203.9	0.9	-	-
Ghana	18.3	7	402	4.7	6.1	82.0	1.5	-	-
Kenya	31.5	9	290	4.8	7.9	86.6	1.8	-	-
Nigeria	108.9	28	246	3.0	36.5	135.7	3.6	-	-
South Africa	42	126	3,052	3.0	31.7	25.2	241.6	BB+	Baa3
Zimbabwe	11.3	7	617	8.5	4.4	60.5	9.6	-	-

January 1997

Source: World Bank, IMF, Datastream, Standard & Poor's, Moody's, UBS

GERMAN COMPANIES • by Graham Bowley

Great leap towards America

Companies are looking towards the larger US capital markets for new investment

A red carpet and whirling strobe lights illuminating the Volkswagen insignia greeted journalists arriving at the German carmaker's annual press conference in Wolfsburg, its headquarters, this month.

Like a glitzy Oscar ceremony in Hollywood, the strange sight was doubly remarkable since it was put on by VW - a company, like so many in Germany, not famed for its public extravaganzas.

But the sight was a stark illustration of where the ambitions of companies such as VW are now turning. As domestic sources of new capital prove insufficient, as they face up to ever fiercer international competition and as shareholder demands become ever more exacting, German companies are beginning to look towards the larger US capital markets for the new investment they need.

To be successful, they are having to transform themselves quickly, adopting the high standards of accounting and transparency - as well as the high-profile public image - demanded by US investors.

"There has been a revolution," said Ms Julie Statham, a senior equities analyst at BZW in Frankfurt. "Some companies have moved further down the road over the past two to three years than others, but for all there's no going back."

This revolution in the corporate sector mirrors the rapid changes taking place in Germany's political sphere. Faced by a sluggish economy and a pressing need to cut public borrowing to enable Germany to qualify for European monetary union, many politicians are eager to push on with wide-ranging reforms of the country's tax and pensions systems.

Several German companies have become vocal in urging the government to speed up these reforms. The changes would allow companies to cut costs as working practices became more flexi-

ble and hence enable them to face up more effectively to international competition and become more acceptable to international investors.

The search for new sources of capital has already led a handful of German companies to list on the US stock market. Daimler-Benz, the motor and aerospace conglomerate, became the first to list on the New York Stock Exchange in 1983, bowing to the US securities regulations, including its accounting and disclosure rules. This month it published for the first time the whole of its accounts purely according to US generally accepted accounting principles (US GAAP).

Veba, the German energy and industrial conglomerate, became the second company to file its accounts according to US GAAP last year and last month unveiled plans for a debut on the New York Stock Exchange in October to boost its internationalisation.

Deutsche Telekom, the huge telecoms utility, also files its accounts according to US GAAP and listed in New York following its partial privatisation last November. SGL Carbon, the German group which is the world's biggest producer of carbon and graphite products, and Pfeiffer Vacuum, a manufacturer and supplier of vacuum technology, are also listed on the New York Stock Exchange.

But while some of Germany's companies have made the leap towards the US, perhaps the most surprising fact is that so many others have not followed. Adidas, Bayer, the chemical and drug company, Hoechst and Schering, the pharmaceuticals companies and Heidelberger Zement file their accounts according to International Accounting Standards, but as yet none has opted for full US accounts or a US listing. Continental, the German tyre company which is the world's fourth largest tyre manufacturer, intends to seek an overseas listing within the next couple of years but in London rather than in New York.

One reason may be that the US accounting rules impose heavier and costlier requirements on companies than do German rules. Most famously in Daimler's case,



Daimler-Benz had to bow to US securities regulations when it became the first German company to list on the 'Big Board'

the adoption of US-style accounting principles in 1993 revealed losses which had been hidden under German accounts.

This provided a strong reminder of just how disorienting the national accounting rules were and failed to endear the company to US investors.

Problems such as these have deterred other German companies from following Daimler's path. Several have moved towards adopting some international accounting standards but have not gone all the way, publishing some crucial figures according to German principles and some according to US and international methods. But this half-way house can cause confusion, again not endearing companies to international investors.

But the moves have nevertheless prompted plans by the German government for reform of the domestic capital markets. The fear is that Germany will lose out to other financial centres such as London or New York unless old regulations are scrapped and tax incentives are introduced to expand its own markets and encourage broader institutional shareholder participation. When it listed last year - after adopting US accounting standards in 1995 - Pfeiffer Vacuum said that its share would capture investor attention more successfully in the US than in Germany, where trading in the shares of mid-sized companies is notori-

ously thin. Such problems prompted the establishment last month of the Neuer Markt, a Frankfurt-based exchange aimed at young, innovative, fast-growing companies along the lines of Nasdaq in the US and the Alternative Investment Market in Britain. Deutsche Börse, which runs the exchange, hopes up to 20 companies will list on the bourse in the first year.

Eventually the Neuer Markt wants to link up with similar ventures in Paris, Brussels and Amsterdam to provide a pan-European market segment for small companies.

Moves such as these could mean that German companies may not need to look abroad for sources of new and ready capital. But the Neuer Markt is still in its infancy - at its launch it had only two listings.

Other fast-growing non-listed companies, many of which tend to have an increasingly international outlook, have signalled they are likely to bypass the German market and list directly in the US when they decide to go public.

This means that further measures by companies to boost their internationalisation are likely, measures which should go beyond the merely cosmetic rebranding to include concrete steps which will make their shares palatable for the exacting tastes of US investors.



Aracruz Celulose S.A.

has selected J.P. Morgan as the new depositary bank for its American Depositary Receipt (ADR) program.

Aracruz is the world's largest producer of hardwood kraft market pulp, which is used in a wide range of paper products, including premium tissue, printing and writing papers, liquid packaging board, and specialty papers.

Aracruz's sponsored American Depositary Shares (ADSs), the only Brazilian ADR offering on the New York Stock Exchange, trade under the symbol ARA. The ADSs are issued on the basis of 1 ADS representing 10 class B shares of the company.

J.P. Morgan, the world's leading ADR firm, acts as depositary bank through its subsidiary Morgan Guaranty Trust Company.

JPMorgan

March 1997

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COMPANIES AND FINANCE: EUROPE

David-Weill left to mind 'holy trinity'

Stern's departure leaves unanswered questions about Lazard's structure, says George Graham

Edouard Stern's departure from Lazard Frères to run his own investment fund may lay to rest any discussion of whether he might eventually succeed Mr Michel David-Weill, his father-in-law, at the head of the French investment bank.

It leaves unanswered, however, the question of Lazard's competitive position in the French investment banking market it has dominated for so long. In the 1980s, it was not unusual to find Lazard partners advising both sides on the major financial transactions in France.

Today, Lazard is finding itself squeezed out of many of the biggest deals by its US competitors. It advised the UAP insurance group on its merger last year with Axa, but played no role in the Crédit Agricole takeover of Banque Indosuez, the Havas Générale des Eaux restructuring or the Suez-Lyonnais des Eaux deal.

According to statistics compiled by Securities Data, Lazard ranked second to Goldman Sachs, of the US, as an adviser on mergers and acquisitions with a French buyer or target last year.

Some of Lazard's relative decline may be the result of it paying closer attention to

conflicts of interest than in the past. It ruled itself out of the Crédit Agricole-Indosuez deal, for example, because of such a conflict.

Mr David-Weill argues, too, that it reflects a return to normality, after a period when the bank faced no competition because all its rivals had been killed off by nationalisation in President François Mitterrand's first term of office.

In any case, since the Paris bank produced record profits last year, he appears unconcerned that it may be losing its position.

Rivals point to the advancing age of Lazard's top corporate financiers in Paris. Mr Antoine Bernheim, though still vigorous, is now 72, while Mr Bruno Roger and Mr David Dautresme are both in their 60s.

Insiders, however, say that younger partners such as Mr Georges Ralli, Mr Pierre Tatin and Mr Patrick Sayer mean that Lazard is in no danger of losing its edge.

The spotlight is now also focused on how the relationship between the three Lazard houses in London, Paris and New York will evolve.

With no obvious heir apparent in Paris, and with Mr Felix Rohatyn expected

to step down in New York to become US ambassador to France, Mr David-Weill is more obviously in sole command of the Lazard group than ever.

Although Lazard Brothers in London appears to operate harmoniously, New York continues to exhibit tensions. Mr David-Weill observes, however, that "any investment bank is by necessity full of people who are pretty highly strung because the talent needed to win customers is made up in equal parts of confidence in yourself and insecurity."

Since last year, the three houses have agreed for the first time to share their profits. They have set up Lazard Capital Markets, a joint venture to provide equity underwriting, distribution and research throughout Europe, and this year decided to merge the London and New York fund management divisions into one unit run from New York.

Through Lazard Partners, which the bank's executives refer to as a "quasi-holding company", the group meets regularly to discuss and implement strategy across its three units.

But Mr David-Weill wants to preserve Lazard as a "holy trinity", since a united firm would become, in effect,



Michel David-Weill: Lazard 'will be three and it will be one' to avoid becoming American

American, and would lose the advantages of local identity.

"It will be three and it will be one," he said recently. Nevertheless, he would like to appoint a management board of three to five people to improve the co-operation

between the three branches. Also undecided is the future of Lazard's links with Pearson, the UK conglomerate which owns the Financial Times. London analysts

continue to speculate that under Ms Marjorie Scardino, its new chief executive, Pearson will decide to sell its 50 per cent stake in Lazard Partners.

Mr David-Weill has indicated that if Pearson were to sell, Lazard might logically

sell the Pearson shares it holds in order to finance the repurchase of the stake.

Mol domestic 'greenshoe' option is increased

By Kester Eddy in Budapest

The Hungarian state privatisation agency has decided to increase the "greenshoe", or oversubscription, allocation in oil and gas company Mol in its planned domestic share offering.

The domestic part of the offering will now consist of a 1 per cent stake (984,000 shares), with a maximum 3 per cent for oversubscription, lifting the potential revenue from the domestic sale to about Ft 130m (\$71m).

The move to raise the greenshoe option follows strong interest from institutional and retail investors in Hungary. Retail investors will be offered 12-month credit on up to 70 per cent of the share price as an inducement.

The domestic offering is scheduled for May 12, after the international tranche sale, which is now under way. This involves the sale of 12.5 per cent of the equity, with a 2.5 per cent greenshoe option. Pricing and allocation on the local offering is due on May 6, and indi-

cations are that demand is strong. The state privatisation company currently holds 58 per cent of Mol.

The decision to increase the domestic greenshoe means a potential 19 per cent of Mol will be sold off in both offers. Mol shares closed at Ft 3,335 in Budapest on April 30, making the total offer worth about \$354m.

Mol had consolidated net profit of Ft 27.7bn (\$158m at current rates) on turnover of Ft 497.6bn last year, while operating profits rose from Ft 8.8bn in 1995 to Ft 32.3bn.

The company is making moves outside Hungary. It bought Amoco's 12 service station sites in Romania in March and strengthened its Austrian operations by buying a majority stake in a trading subsidiary. Mol also signed a three-year exploration concession for a 3,400 sq km area in Yemen on April 8.

Last month the Hungarian group signed a \$500m, seven-year syndicated loan agreement with an international consortium of 24 banks at an interest rate of Libor

plus 30 basis points. The loan was the largest syndicated loan raised to date in Hungary, and carries the most favourable terms - for its size - yet achieved by a Hungarian company without a state guarantee.

The money will be used to refinance part of Mol's long-term debt, and to finance development and modernisation projects. "It's pushing to be a regional company, and it should make it. There aren't so many of these in Hungary," one analyst said.

EUROPEAN NEWS DIGEST

Heavy demand for Bull shares

Share trading in Compagnie des Machines Bull, the French computer group, will resume today after the close of the offer period for just less than half of the government's 29 per cent stake.

Bull said on Wednesday that its offering of 17.1m shares to institutional and individual investors had been heavily oversubscribed. It said more than 70,000 individuals had requested more than 21 times as many shares as were set aside for them, while more than 150 institutions had asked for 16 times their allocation. Bull said 32 per cent of the institutional shares would be held by French groups, 35 per cent by UK firms, 20 per cent by firms from other European countries and 13 per cent by non-European firms. "These figures reflect Bull's desire to be a Europe-wide high-tech investment," Bull said. Other Bull shareholders include France Telecom, NEC, of Japan, and Motorola, of the US. *Reuters, Paris*

Postbank and Post agree

Deutsche Postbank, the German postal savings bank, has signed an agreement with Deutsche Post, the German post service, to regulate Postbank's use of post office counters. However, contrary to expectations, the deal did not clear the way for the bank's eventual privatisation. Postbank said the agreement was not complete and details had still to be negotiated. "We have doubts. The agreement is a compromise, an act of faith on our part," it said.

Postbank's unenthusiastic decision came hours before a deadline set by the post and telecommunications ministry, which has been anxious to end a long-running feud between the two state-owned companies. It followed strong objections by Postbank management that the draft agreement would be too costly and that it could jeopardise its sale to private investors. The postal service had signed the agreement earlier. *Peter Norman, Bonn Deutsche Post in TNT deal, Page 25*

ABN Amro closes US buy

ABN Amro, the Dutch bank, said yesterday it had completed its acquisition of Standard Federal Bancorp, the US regional bank, for \$59 a share. The deal, announced last November, is valued at \$1.9bn and is ABN Amro's largest. ABN Amro said the acquisition gave it total assets of \$97bn in North America. Standard Federal Bancorp is based in Troy, Michigan. At March 31, Standard had assets of \$15.9bn, deposits of \$1.5bn and stockholders' equity of \$985.9m, ABN Amro said. It operates 182 banking centres in Michigan, Illinois, Indiana and Ohio, and a mortgage banking operation through its InterFirst division. *AFX News, Troy, Michigan*

Liaunig to head Lenzing

Lenzing, the Austrian viscose producer majority-owned by Bank Austria, has named Mr Herbert Liaunig chairman of its supervisory board. He succeeds Mr Gerhard Randa, who stepped down yesterday. Mr Liaunig, 52, is also chairman and founder of Auricon Betelligungs, the international conglomerate. An extraordinary meeting of Lenzing shareholders yesterday appointed three other members to the supervisory board. *Mark Mulligan*

Comments and press releases about international companies coverage can be sent by e-mail to international.companies@ft.com

TOTAL

ACM
May 21, 1997

NOTICE OF SHAREHOLDERS' MEETING

The Shareholders of TOTAL are hereby informed that a Combined General Meeting (Annual Ordinary and Extraordinary) is to be convened on Wednesday, May 21, 1997, at 10 a.m., at CNIT La Défense - Amphithéâtre Goethe - 2, place de la Défense - 92053 Paris La Défense - France.

All shareholders are entitled to participate in this General Meeting, whatever the number of shares held, or to be represented at the Meeting by another shareholder or an officer of the Meeting, or by their spouse, or to cast postal votes.

In order to participate in or be represented at the Meeting: a) holders of registered shares must have the shares registered in their names at least five days prior to the date of the Meeting.

b) holders of bearer shares should, at least five days prior to the date of the meeting, provide evidence that the shares are being held in a blocked account, in the form of a certificate issued by the financial intermediary holding the record of the acquisition. Such certificate should be sent to Banque PARIBAS, Service des Assemblées, 3, rue d'Antin - 75078 Paris Cedex 02. The shares may not be released for possible sale until after the date of the last Meeting at which the quorum requirement is met.

Forms of proxy and postal voting forms, together with entry cards, may be obtained on request from Banque PARIBAS.

As required by law, shareholders are reminded that:

- Shareholders wishing to cast a postal vote may obtain the appropriate form by writing to the Company TOTAL, Direction des Affaires Juridiques et des Accords, DEFA 201, Tour TOTAL 24, cours Michelet - 92069 Paris La Défense Cedex, France, or Banque PARIBAS, Service des Assemblées, by registered letter with acknowledgement of receipt.

- In order to allow time for such forms to be issued, requests must be received at the Company's head office or by Banque PARIBAS, Service des Assemblées, no later than

six days prior to the date of the Meeting.

- The duly completed form must be returned to the Company's head office or Banque PARIBAS, Service des Assemblées, at least three days prior to the date of the Meeting.

- In the case of holders of bearer shares, postal votes will only be accepted subject to prior receipt of the certificate evidencing the fact that the shares are being held in a blocked account, as provided for in b) above.

- Any shareholder who has cast a postal vote will not have the right to participate in the Meeting in person or to give a proxy to any other person.

- Shareholders may obtain the documents provided for in Articles 133 and 135 of the Decree of March 23, 1967, by writing to the Company's head office TOTAL, Direction des Affaires Juridiques et des Accords, DEFA 201, Tour TOTAL 24, cours Michelet - 92069 Paris La Défense Cedex, France, or to Banque PARIBAS, Service des Assemblées, 3, rue d'Antin - 75078 Paris Cedex 02, France.

Shares registered in the name of the same holder for at least two years as of the date of the General Meeting carry double voting rights (article 37 paragraph 7 of the bylaws).

Nevertheless, the transfer of registered shares to another registered shareholder in connection with a succession, the sharing of the joint estate of a husband and wife, or a disposition inter vivos in favour of a spouse or a relative in the line of succession, shall not be deemed to represent a transfer of ownership for the purpose of determining the above qualification period or the eligibility for double voting rights (article 37 subparagraph 8 of the bylaws).

THE BOARD OF DIRECTORS



TOTAL SOCIETE ANONYME CAPITAL STOCK: FF.12,106,279,400 R.C.S. NANTERRE B 542 051 180
HEAD OFFICE: TOUR TOTAL - 24 COURS MICHELET, PUTEAUX (HAUTS DE SEINE) FRANCE



EURO.NM is a network of European markets for young, fast growing companies with international aspirations.

It currently has four members:

Le Nouveau Marché in Paris, EURO.NM Belgium in Brussels, the Neuer Markt in Frankfurt and NMAX in Amsterdam.

EURO.NM was created by Société du Nouveau Marché, Deutsche Börse and the Brussels and Amsterdam Stock Exchanges. Its main objectives are the harmonisation of listing criteria and trading mechanisms, cross membership across the network of markets, a common data feed and joint marketing initiatives.

The members of EURO.NM will be holding a presentation in London on Wednesday 7 May to explain their objectives and discuss current developments. For further information, contact Sarah Hodges at Gavin Anderson & Company on 0171 457 2345.



هكذا من الأفضل

COMPANIES AND FINANCE: EUROPE

Kugelfischer comes back from the brink

Once close to insolvency, the German industrial bearings group is now aggressively targeting overseas markets

Four years ago, FAG Kugelfischer, Germany's biggest maker of industrial bearings, was staring into the abyss.

The company, whose products are among the most widely-used engineering devices - with applications from car production to paper making - had debts of DM2bn (\$1.15bn), was losing DM10m a week and was close to insolvency.

"We had to pull ourselves up by the hair and out of the mud," says Mr Peter-Jürgen Kreher, Kugelfischer chief executive, who arrived at the company in 1993 after spells at Decker and Deutsche Babcock, two other big German engineering groups.

Today, with its workforce halved and its product line significantly reduced, the company is making money. It has been helped by a refocusing of marketing efforts towards high-growth countries - particularly in Asia - and away from the company's traditional base in Germany and the rest of Europe.

Kugelfischer's refocusing represents one of the best examples in Germany's engineering sector of a company taking tough action to combat high domestic costs and

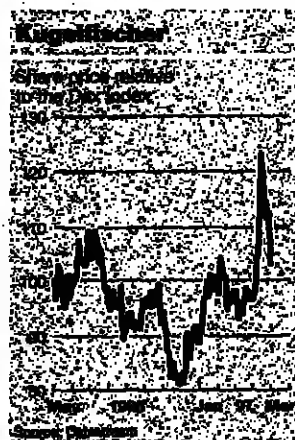
refocus on growth markets, according to Mr Olaf Tölke, an engineering analyst at Merrill Lynch, the US investment bank.

"The management has done a wonderful job. It is a much better company than it was three years ago," Mr Tölke says. Operating income last year was DM160m, up 18 per cent from DM136m in 1995, on sales of DM23m.

Reflecting the changes, Kugelfischer's share price has surged 65 per cent since November, comfortably outperforming the German stock market, even though analysts were disappointed by the 8 per cent drop in first-quarter operating income, to DM23m, announced this week.

Mr Kreher is confident of steadily improving prospects for the company over the rest of the decade, helped by an expected upturn in the machinery industries in Europe which are Kugelfischer's main customers.

The company is Europe's second-biggest maker of industrial, or anti-friction, bearings, after SKF of Sweden, and fourth biggest in the world - NSK and NTN of Japan are in second and



third positions in the global league table. It has roughly 10 per cent of the world bearings market.

When Mr Kreher arrived at the company, Kugelfischer had been badly hit by the slowdown in the German economy after the post-unification boom.

"Everything was out of order - nothing was regular," he says. "We had to find our way back to heaven, but we had to go down to hell on the way."

One of the first tasks was to rethink the company's product line. In 1992, Kugel-

fischer made 320,000 types of bearing, reflecting their wide range of applications in industries including automotive, jet engines, pumps, rail transport, general machinery and steelmaking.

But the diversity put too great a strain on manufacturing scheduling and inventories. The company also discovered that customers could cope with rather less flexibility. Mr Kreher has brought the product line down to just 25,000, with the company stocking another 6,000 types made by other manufacturers.

At the same time, the workforce was halved, from 30,000 to 15,000 - with three-quarters of the job cuts falling on Kugelfischer's high-cost German plants.

Today, just over half the company's global workforce is in Germany, where Kugelfischer has its headquarters in Schweinfurt, east of Frankfurt. This compares with 70 per cent in the early 1990s.

The company has also stepped up efforts to find customers outside its homeland. Germany now accounts for 37 per cent of sales, compared with 56 per cent in 1992.

Mr Kreher wants the trend to continue, with a special push to find more customers in east Asia and the Americas - which in 1996 accounted for 12 per cent and 32 per cent, respectively, of Kugelfischer's sales. He hopes the combined total will be up to 47 per cent by 1999.

This shift fits in with overall trends in the bearings industry.

Freedonia, the US industrial consultancy, expects bearings consumption to grow 10.4 per cent a year by 2000 in the Asia-Pacific region as industrialisation in this area gathers pace, compared with the 7.4 per cent a year growth envisaged for western Europe.

Over the next three years, Kugelfischer plans to spend DM730m on capital investment, nearly double the figure for the 1994-96 period.

Of the total, more than half will be spent outside Europe, mainly in the US, Brazil, India and China. "We must follow the market and produce close to where the products are needed," Mr Kreher says.

Peter Marsh



Peter-Jürgen Kreher: "We had to pull ourselves up by the hair and out of the mud"

German post office buys local TNT unit

By Gordon Cramb in Amsterdam

Deutsche Post, the state-owned German postal utility, is to buy a local unit of TNT, the Australian parcels group taken over last year by KPN, the Netherlands' privatised posts and telecommunications company.

The deal is a surprise outcome to a legal suit launched in Bonn by KPN after Deutsche Post acted to end a contract under which the subsidiary, TNT Netzwerk Logistik, shipped packages among its German postal distribution centres.

The contract, worth DM300m (\$176m) a year, had been due to run until March 2000. KPN said the deal would safeguard the 1,100 jobs involved, mainly at subcontractors.

Deutsche Post had argued that the €1.27bn takeover of TNT by an "aggressive" competitor justified its decision. It feared KPN would gain access to strategic information and argued it was unable to compete in the Dutch market on a similar basis.

This announcement appears as a matter of record only.

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March 1997

EURO DISNEY S.C.A.

UNAUDITED CONSOLIDATED RESULTS
First half ending March 31, 1997

Key figures (FF millions)	1997	1996	Fiscal year 1996
Revenues: Theme Park and Resort	2,137	1,900	4,968
Income before lease and financial charges	120	58	724
Net income/(loss)	(210)	(169)	202

- Revenues grow by 12.5 %
- Income before lease and financial charges doubles
- Improvements in operating performance largely offset planned increase in financial charges, due to the 1994 financial restructuring
- As a result of a reduction in exceptional income, the net loss for the period is FF 210 million

Commenting on these results, Gilles Pélissier, Chairman and Chief Executive Officer, said:

"The fifth anniversary promotional momentum is now underway. The success of Disneyland Paris is growing, as is our ability to manage the seasonal fluctuations in the business. However, growth in the high season remains vital to counter the sharp increase in financial charges."

For more information, please contact Investor Relations, Euro Disney S.C.A., BP 100, 77777 Marne-la-Vallée, France. If you are a shareholder, you can also benefit from the many privileges of the Euro Disney Shareholders Club. Please contact the Club by telephone: 33 1 64 74 56 30.

All of these securities have been sold. This announcement appears as a matter of record only.

New Issue/April 24, 1997

20,010,000 Shares

Hertz

The Hertz Corporation

Common Stock
(par value \$0.01 per share)

Price \$24 Per Share

Global Coordinator

J.P. Morgan & Co.

1,740,000 Shares
International Offering

J.P. Morgan Securities Ltd.

ABN AMRO Rothschild

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18,270,000 Shares
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COMPANIES AND FINANCE: THE AMERICAS

Time Warner to end interactive TV trial

By Raymond Snoddy

Time Warner, the US media and entertainment group, is to close its Orlando Full Service Network - a television system that gives subscribers instant access to any of 100 movies and even allows them to order pizzas via their television screens.

From the end of the year viewers in the 4,000 homes taking part in the world's most expensive, and probably most expensive interactive TV trial, will have to get used to more conventional fare from their television sets.

Time Warner declines to say how much the experiment cost, but it is believed to be about \$100m.

The Orlando trial has attracted communications industry visitors from all over the world. British Telecommunications ran a similar commercial interactive television experiment in the Colchester area of Essex, but that closed last year.

Time Warner, which regards the Orlando experiment as a success, will begin introducing some of the new services pioneered there on its cable networks later this year. The company regards the

Orlando findings as valuable proprietary information and refuses to discuss specifics.

But earlier this year Mr Tom Feige, president of the Orlando network, which was built in 1994, admitted that the company was "getting some very good and very interesting results in terms of usage of the network, and we will be able to project what the revenues are going to look like".

The big success was video-on-demand movies. The Orlando subscribers, given instant access to the movie of their choice, demonstrated buy rates significantly

more than five times as high as early pay-per-view systems.

The provision of such instant choice is currently uncommercial, because of the cost of the video servers, or databases, that transmit the films - although costs are rapidly coming down.

Time Warner has ordered 1m digital decoders at a total cost of \$500m from suppliers such as Scientific Atlanta for its cable networks, which have 12.5m subscribers. The new "home communication terminals", which will be available from the turn of the year, will be able to offer some of the

Orlando services. In particular, subscribers will be able to have near video-on-demand, ensuring that they are never more than 20 minutes away from the start of the movie of their choice.

Full video-on-demand and fast Internet access is expected to be available by 1999.

Time Warner is expected to introduce digital services on its modern cable networks in cities such as Orlando and Tampa in Florida, Austin and Houston, Texas, and Memphis, Tennessee. But the new services will only be offered to those who want to pay for them.

TCI hits back with digital

Cable group's new president addresses satellite threat head-on

Tele-Communications Inc., the leading US cable television group, which has been pummeled for the past year by disillusioned investors, returned to the offensive this week.

Touting better-than-expected first-quarter results at a three-day conference with analysts and bankers, TCI presented an agenda featuring an aggressive response to satellite TV, which is eating into its market, and pledges of continuing improvements in financial performance.

Digital television delivered via cable, the long-delayed multichannel response to fast-growing satellite services, would be available to 90 per cent of TCI's 14.3m US customers before Christmas, according to Mr Leo Hindery, the new president of the group. Although no targets have been set, Mr Hindery said he had "a sense" that 30 per cent of those with access might subscribe.

The company would also generate free cash flow of up to \$1bn this year, meeting Wall Street's expectations; fund from its own resources a three-year \$1.7bn system upgrade with optical fibres, and continue cutting its \$14.5bn debt, he pledged. Operating cash flow of \$701m in the first quarter - a 24 per cent improvement after adjusting for acquisitions and disposals - outstripped analysts' highest estimates of \$675m.

TCI's debt to cash flow ratio of 5.14 per cent in the first quarter, compared with 5.95 per cent in the same period last year, would be "quite a bit lower" by the end of the year, Mr Hindery added. "We made a lot of promises in the past few years. We made promises today that we'll keep."

TCI lost about 30 per cent of its stock market value in

the past year as investors retreated, convinced the company had lost its way under its abrasive founder, Mr John Malone, who ceded operating control to Mr Hindery in mid-February.

In less than three months, Mr Hindery has shaken out much of the top management, promoted middle-rank executives, and reversed key strategic decisions taken last year during Mr Malone's tenure.

The main changes include the accelerated roll-out of digital services, re-hiring marketing and customer service agents discarded during last year's round of cost-cutting, when TCI shed 3,500 employees, and decentralisation of decision-making. Power over programming and subscriber rate decisions now rests with managers of six new regional network clusters.

"This is not a national anything company. We are in the local cable business," Mr Hindery said.

Digital compression techniques, which can squeeze several programmes into a single conventional analog channel, will give average subscribers access to up to 40 new programme choices, plus CD-quality music

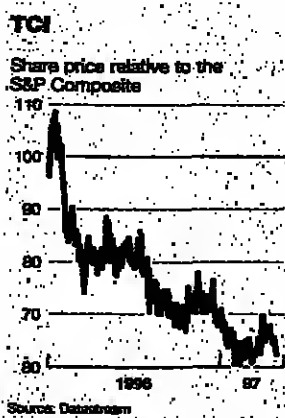
services. Although the total available is still well below the choice from up to 200 offered by some direct broadcast satellite (DBS) companies, TCI officials claimed new technologies would soon be available which would allow cable to compete.

Mr Hindery's new approach to corporate communications also went down well with an audience accustomed to the abrupt, dismissive manner of Mr Malone. "We screwed it up," he said, admitting that last year's retrenchment and cost-cutting effort was widely interpreted as a sign that TCI had lost its grip on its core business.

In fact, Mr Hindery claimed the company clamped down on capital expenditure on upgrading its fibre optics circuits, because its inventories were out of control and it was "spending capital madly" well before the new equipment could be put to economic use.

"It was refreshing and, I think, realistic," one member of the audience said of the presentation, "but there's still quite a bit of ground to be made up."

According to Mr Hindery, some progress is being made. A fall in subscribers which started in the last quarter of 1996 had been



reversed in March, with gains continuing into the current quarter.

Although satellite companies claim they have been capturing cable customers, Mr Hindery said the losses were the result of subscription rate increases.

However, he made plain that TCI's attitude to digital services had also been reversed. "I first saw digital as a defensive response [to DBS]. But now it is an offensive product," he said.

DBS, dismissed by Mr Malone - he once said the letters stood for "Don't Be Stupid" - has won almost 5m subscribers in little more than two years.

Christopher Parkes

US regulators lift antitrust curbs on IBM

By Nicholas Denton in London

International Business Machines, the US company which dominated the computer industry until the arrival of desktop machines in the 1980s, is finally to be freed from the regulation that curtailed its market power.

The change, while it allows IBM to compete more vigorously, reflects the company's loss of influence to companies such as Microsoft and Intel, the dominant supplier of software and semiconductor chips respectively for PCs.

IBM's market capitalisation, although it has increased to \$81.5bn since Mr Lou Gerstner became CEO, lags behind that of Intel, which is valued at \$126bn, and Microsoft, which is worth \$146bn.

The relaxation of controls on IBM has come this week with the decision of the US Justice Department to end antitrust regulation on IBM which the US authorities instituted in 1956.

The measure was intended to stop the computer giant from monopolising the manufacture of punch-card tabulating machines and electronic data processors.

It was still relevant in the 1960s and 1970s, when IBM dominated the production of mainframe computers used by companies for functions such as payroll processing. In recent years, Microsoft, which develops the operating systems which run more than 90 per cent of PCs, has become the focus of regulators' attention.

In 1995, the Justice Department blocked Microsoft's planned \$2bn acquisition of Lotus, the personal finance software company, and investigated the software giant's planned online service.

The federal government freed IBM's PC and workstation businesses last year. The latest relaxation, which will be phased over five years, covers its remaining businesses - AS/400 mini-computers and System 390 mainframe machines.

Informix posts \$140m loss as revenues plunge

By Louise Kehoe in San Francisco

Informix, the US database software company, reported heavy losses for its first quarter as revenues tumbled 34 per cent. The company also announced restructuring plans and the resignation of its chief financial officer.

Informix warned investors a month ago that revenues would be much lower than expected. Yesterday, it revealed the full measure of the decline and resulting losses.

Revenues for the period were \$133.7m, down from \$204m in the same period last year and about \$100m below Wall Street analysts' expectations.

The company reported a loss of \$140.1m, or 93 cents a share. This included one-time charges of \$37.5m related to an acquisition. In the first quarter of 1996, net income was \$15.9m, or 10 cents a share.

"Since pre-announcing our expected results on April 1,

we have moved quickly to enhance our sales and marketing organisation and address the causes of the revenue and earnings shortfall," said Mr Phillip White, chairman and chief executive.

Mr White reiterated the causes of the shortfall: unexpected weakness in European markets and a lack of focus on core relational database technology as the company pursued the emerging market for object-relational technology.

"There is no question that this has been a painful wake-up call, but we're confident that current initiatives will ultimately put us back on the right course," he said.

Mr Alan Henricks, Informix's chief financial officer had resigned with immediate effect, the company said.

As part of its restructuring, Informix said it would make cuts in operations that generate inadequate revenues, taking an unspecified charge in the second quarter.



John Malone: gave up control of the company he founded after investors lost faith

Munk sees flight to quality in gold

By Bernard Simon in Toronto

Turbulence in the international gold market will cause investors in gold mining shares to flee to quality gold shares, such as Barrick. Mr Peter Munk, chairman of Toronto-based Barrick Gold, predicted yesterday.

Mr Munk told Barrick's annual meeting that the recent scandal surrounding Bre-X Minerals, the Calgary-based exploration company, had caused "a very changed perception" - for the worse - of the Canadian mining

industry in other parts of the world.

But he said Indonesia, site of Bre-X's disputed Bauxite property, remained among the most attractive country for investment in emerging markets. "What happened in this fiasco is not the fault of Indonesia or Indonesian laws," Mr Munk said. Barrick would continue to pursue opportunities there.

Barrick, one of the biggest gold producers outside South Africa, spent a year trying to gain control of Bauxite, before doubts were cast on its gold content. Mr Munk said events at Bauxite had

brought "a high level of personal loss and embarrassment".

Mr Munk painted a generally sombre picture of world gold markets. He blamed fall-out from the Bre-X scandal, the prospect of rising bullion sales from European central banks in the run-up to monetary union, and the Swiss National Bank's proposal to dispose of a sizeable part of its gold reserves for a Holocaust fund.

Barrick has protected itself against low bullion prices by hedging. Its hedge price has exceeded spot prices for nine years in a

row, contributing an estimated US\$375m to earnings. However, Mr Munk said "management can only do so much in a declining commodity [market]".

In spite of his prediction of a flight to quality, Mr Munk acknowledged Barrick's share price had suffered from redemptions by investors in gold funds. "It's not hard to fathom that fund managers will first liquidate those gold stocks that are easiest to liquidate."

Barrick shares traded at C\$31.35 at midday in Toronto yesterday, down from a peak of C\$43.75.

RPS

Residential Property Securities No.4 PLC

£290,000,000 Class A1 Notes £180,000,000 Class A2 Notes

Mortgage Backed Floating Rate Notes due 2023

In accordance with the provisions of the Notes, notice is hereby given that for the three month period 30th April 1997 to 31st July 1997, the Class A1 Notes and Class A2 Notes will carry an interest rate of 6.7125% and 6.7875% per annum respectively. The interest payable per £100,000 Note will be £68.47 for the Class A1 Notes and £1,70.52 for the Class A2 Notes.

NATWEST MARKETS

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WOOLWICH Building Society

£200,000,000

Floating rate notes due 1998

Notice is hereby given that the notes will bear interest at 6.6625% per annum from 30 April 1997 to 31 July 1997.

Interest payable on 31 July 1997 will amount to £167.93 per £100,000 note and £1,679.32 per £1,000,000 note.

Agent: Morgan Guaranty Trust Company

JPMorgan

The Council of Europe Resettlement Fund for National Refugees and Over-Population in Europe

Italian Lire 150,000,000,000 (ITL 83,000,000,000,000)

Reverse Floating Rate Notes due 1998

For the Interest Period 30th April, 1997 to 30th October, 1997, the Notes will carry an Interest Rate of 3.90278 per cent per annum with an Interest Amount of ITL 347,570 per ITL 5,000,000 Note, and ITL 3,475,695 per ITL 50,000,000 Note, payable on 30th October, 1997. Based on the London Stock Exchange Bankers' Trust Company, London Agent Bank

International Bank for Reconstruction and Development ECU 450,000,000

Floating Rate Notes due 2002

In accordance with the provisions of the Notes, notice is hereby given that the Rate of Interest for the three month period ending 31st July 1997 has been fixed at 3.5625% per annum. The interest accruing for such three month period will be ECU 45.53 per ECU 5,000,000 Note, and ECU 455.3 per ECU 50,000,000 Note, on 31st July, 1997 against presentation of Coupon No. 21. Citibank of Switzerland, London Branch Agent Bank 28th April, 1997

European Bank for Reconstruction and Development

KRW 94,800,000,000

Domestic Tranche : 97,100,000,000 International Tranche : 97,100,000,000

10.00 PERCENT BONDS DUE 2002

ISSUE PRICE : Domestic Tranche : 97.1% International Tranche : 100.2%

Domestic Tranche Lead Manager KDB Securities Co., Ltd. Co-Managers

Seahorse Securities Co., Ltd. Co-Managers

Yong Yang Securities Co., Ltd. Shin Young Securities Co., Ltd.

Banque Paribas Securities Co., Ltd. Daewoo Securities Co., Ltd.

Saukyoung Securities Limited Co-Managers

Housing & Commercial Bank Hanmori Securities Co., Ltd.

Nomura Securities Co., Ltd. Second Branch

International Tranche Joint Lead Managers

KDB Securities Co., Ltd. Merrill Lynch International

HSBC Markets Co-Lead Manager

ING Barings Osaka Financial Services Limited

Tokyo-Mitsubishi International (HK) Limited

KDB Securities Co., Ltd.

SCHERING

Payment of Dividend

Schering Aktiengesellschaft Berlin

NOTICE IS HEREBY GIVEN to shareholders that following a resolution passed at the Annual General Meeting of shareholders held on 30th April, 1997 a Dividend for the year ended 31st December, 1996 will be paid, as from 2nd May, 1997 at the rate of DM 2.00 per share of DM 5 nominal against presentation of Coupon No.62.

All payments will be subject to a deduction of German Capital Yields Tax at 26.875% (25% plus 7.5% "Solidarity Surcharge" on the Capital Yields Tax).

Coupons should be lodged with:-

SBC WARBURG
1 High Timber Street,
London EC4V 3SB

from whom appropriate claim forms can be obtained.

Coupons will be paid at the rate of exchange on the day of presentation.

United Kingdom Income Tax will be deducted at the rate of 5% unless claims are accompanied by an affidavit.

German Capital Yields Tax deducted in excess of 15% is recoverable by United Kingdom residents. The Company's United Kingdom Paying Agent will, upon request, provide shareholders or their agents with the appropriate form for such recovery.

2nd May, 1997

Schering Aktiengesellschaft

NOTICE TO THE HOLDERS OF
SUMITOK INTERNATIONAL LIMITED
COVERED WARRANTS TO PURCHASE SHARES OF
COMMON STOCK OF
SUMITOMO SPECIAL METALS CO., LTD.
(the "Warrants")
issued simultaneously with
SUMITOK INTERNATIONAL LIMITED
US\$66,750,000
2.5 PER CENT GUARANTEED NOTES DUE 1999

Pursuant to Condition 2.1 of the Terms and Conditions of the Warrants, notice is hereby given as follows:

The current market price per Share on the Setting Date (as defined in the Terms and Conditions of the Warrants), when multiplied by 1.025 and rounded upward to the nearest one yen, was less than the Purchase Price (as defined in the Terms and Conditions of the Warrants) in effect on such day by not less than one yen. As a result of such event, the Purchase Price will be revised pursuant to Condition 2.1 of the Terms and Conditions of the Warrants as follows:

Purchase Price before revision Yen 1,784
Purchase Price after revision: Yen 1,639
Effective Date of revision: 12th May, 1997

SUMITOK INTERNATIONAL LIMITED

By: The Sumitomo Bank Limited
London Branch
as Principal Paying Agent

2nd May 1997

NOTICE TO BONDHOLDERS
TECO Electric & Machinery Co., Ltd. -
US\$100MM 2.75% Bonds
due 2004

TECO Electric & Machinery Co., Ltd. (the "Company") hereby notifies you that following approval of the Securities & Exchange Commission, the register date of right issue of new shares is set on 28th March, 1997 and the Company's share capital will be increased from NT\$7,295,592,200 to NT\$7,295,592,200 (7,295,592,200 shares with par value of NT\$10). As a result of the increase in the Company's issued share capital, no adjustment of the conversion price of the Bonds is required since the minor change is less than NT\$1. The conversion price still stay at NT\$40. The adjustments will be carried forward and taken into account in subsequent adjustment.

TECO ELECTRIC & MACHINERY CO., LTD.
CITIBANK
By: Citibank, N.A.
as principal paying agent
Dated: May 2, 1997

Notice of Change of Index to the Holders of
Citibank, N.A.
(HONG KONG BRANCH)
6,000,000 Citibank Hong Kong Index CitiTrak Units
(the "Units")

Notice is hereby given by Citibank, N.A. (the "Issuer") and Citibank International Limited (the "Calculation Agent"), in accordance with Conditions 7(c), (d) and 8 of the Terms and Conditions of the Units, as set out in the Offering Circular dated August 28, 1996 (the "Offering Circular"), that Citicorp Financial Services Limited ("CFS") will, on March 3, 1997, cease to calculate and announce the Citibank Hong Kong Index and that no other person will be calculating and publicly announcing that index.

In the opinion of the Calculation Agent, the formula and method of calculating the Citibank Hong Kong Index is currently the same as the formula and method of calculating the Hang Seng Index, and therefore, the Settlement Amount (as defined in Condition 3 of the Conditions) by reference to the Hang Seng Index, or in any other Calculation Agent may make such calculations as may be required to determine the Settlement Amount using the formula and method of calculating the Hang Seng Index in effect prior to such change or modification.

In all other respects, the Conditions remain unchanged.

"Hang Seng Index" is a trade mark of Hang Seng Data Services Limited ("HSDS") and is compiled by HSI Services Limited ("HSIS"). The 6,000,000 Citibank Hong Kong Index CitiTrak Units are not accepted as responsibility for any inaccuracies, omissions, mistakes or errors in the computation or publication of the Hang Seng Index or any damages resulting therefrom.

By: Citibank, N.A.
and
Citibank International Limited
May 2, 1997

CITIBANK

COMPANIES AND FINANCE: ASIA-PACIFIC

DoCoMo races to maintain its lead

Rapid growth in the Japanese cellular market is a double-edged sword for the NTT subsidiary

The plan to list DoCoMo, the mobile phone subsidiary of Nippon Telephone and Telegraph, next year, underlines the growth of a market that was considered backward just a few years ago.

The DoCoMo issue is expected to be the single largest public offering in the global cellular phone industry, valuing the company at \$20bn. That would make it the largest capitalised cellular phone operator in the world.

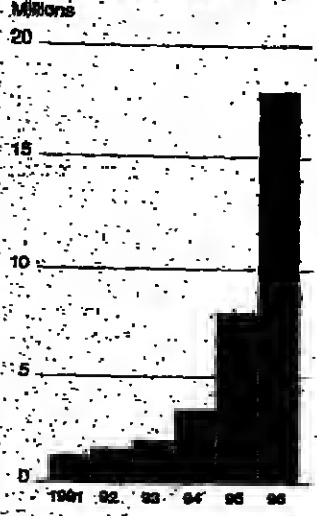
It is a feat. DoCoMo will have achieved just six years after it began services as an independent company in 1992, after demerging from NTT. In its first year, DoCoMo's sales were ¥328bn and pre-tax profits were ¥7.2bn. Last year, consolidated sales reached ¥1,236bn (\$9.75bn) while pre-tax recurring profits totalled ¥74bn.

DoCoMo's impressive growth owes much to the spectacular surge in cellular phone use in Japan, particularly since the Ministry of Posts and Telecommunications deregulated handset sales and licensed three digital cellular phone operator groups in 1994.

The market has been a classic example of how deregulation leads to growth, points out Mr Andrew Haskins, analyst at HSBC James Capel in Tokyo. Cellular phone subscribers in Japan have surged from 1.35m in 1991 to 18m last year, while penetration is estimated to have risen from just 1.7 per cent three years ago to 21 per cent, if personal handyphone systems

Getting the message

Mobile phone subscribers in Japan



Source: Ministry of Posts and Telecommunications

Japanese cellular and PHS operators

Operator	Networks	Coverage
DoCoMo	Analog Digital (1500) Digital (1500)	National
DDI Cellular	Analog Digital (1800)	All areas outside Tokyo and Tohoku
IDO	Analog Digital (1800)	Tokyo, Saitama, Tohoku
Tokai	Digital	Kanto (including Tokyo), Shizuoka, Ibaraki, Tohoku
Digital Tokai	Digital	Hokkaido, Tohoku, Hokuriku, Chugoku, Shikoku, Kyushu, Okinawa
Tokyo Digital	Digital	Tokyo
Kansai Digital	Digital	Kansai



could be facing a turning point in the next few years, as the market changes. Japan's cellular market is expected to continue expanding strongly, with industry estimates putting the market at 45m subscribers by 2000 - double the current level - and penetration at about 36 per cent.

The total value of the market could rise from ¥1,450bn last year to ¥4,760bn by March 2001, according to Goldman Sachs' Mr Gan.

The dramatic surge in the market has raised concerns that the industry will run out of capacity in the near future. IDO and DDI have teamed up to invest in next-generation technology which allows more efficient use of frequency. They believe this will allow them to overcome DoCoMo's lead.

In response, DoCoMo is planning to develop even more advanced technology, to provide improved data communications. But it is likely to be years before this technology is commercially viable and, in the meantime, DoCoMo will need to invest in expanding and enhancing its digital network, Mr Haskins points out.

Given the high stakes of investing in mobile communications and the pressures facing DoCoMo as market leader, raising funds through a listing will make an important contribution to realising its ambitions.

Michio Nakamoto

vehicle makers in 1996, and ¥1,376bn in the electronics industry, according to the Ministry of International Trade and Industry.

Mr Eric Gan, analyst at

DoCoMo has been the biggest beneficiary of that growth.

Although its dominance of the market weakened in the face of fierce competition,

Given the high stakes of investing in mobile communications and the pressures facing DoCoMo as market leader, raising funds through a listing will make an important contribution to realising its ambitions

Goldman Sachs in Tokyo, notes in a recent report that, in the year to March 1996, fixed-line traffic grew at just 1.7 per cent, against 115 per cent in cellular and PHS traffic.

the company has bounced back recently to take its share of the market back above 50 per cent.

DoCoMo has also benefited from Japanese regulation, which limited national cov-

erage to DoCoMo alone. When competitors IDO and DDI were allowed into the cellular phone market, their coverage was restricted to eastern and western Japan, respectively (although IDO and DDI have since tied up to provide national "roaming" services).

DoCoMo's relationship with NTT, which owns 95 per cent of the shares, gives it a strong brand, marketing power and high quality servicing, notes HSBC James Capel's Mr Haskins - although its competitors complain that the company has the unfair advantage of controlling the PDC standard, Japan's cellular phone standard developed largely by NTT.

Nevertheless, the company

ASIA-PACIFIC NEWS DIGEST

APAC tipped to win airport bid

Speculation mounted yesterday that Australia Pacific Airports Corporation, a consortium which includes BAA, of the UK, would emerge as the successful bidder for Melbourne Airport, one of three airports being privatised by Australia's federal government. A spokesman for Mr John Fahey, the federal finance minister, insisted that no final decisions had been taken. Earlier this week, Mr Fahey said the sale process was close to a conclusion.

The APAC consortium - which includes the AMP group, Australia's biggest life insurer, and Axiom, the fund management group - declined to comment, citing confidentiality agreements which formed part of the bidding process. Other groups known to be interested in the Melbourne property are the Victorian Airports consortium - which includes Manchester Airport, Serco, Macquarie Bank, National Mutual and the City of Melbourne - and a partnership between the Lend Lease and Brambles groups.

The other two airports in the current tranche of sales are Brisbane - for which a consortium including Schiphol, the Dutch airport, and Australia's Commonwealth Bank has been tipped as the favourite - and Perth. A shortlist of six consortia is contending for the three properties.

The federal government plans to sell all 21 airports owned by the Federal Airports Corporation, including Sydney. The first three properties are expected to raise A\$2bn-A\$3bn (US\$1.6bn-\$2.3bn), although some estimates have suggested the final figure could be even higher.

Nikki Tait, Sydney

Lihir sees gold by end of month

Lihir Gold, which is developing the Lihir goldmine in Papua New Guinea, said yesterday it had begun processing oxide ore on schedule, and that it expected to produce its first gold before the end of this month. It added that total production for 1997 was estimated at 175,000 ounces.

By the end of the decade, annual production at Lihir is expected to top 600,000 ounces a year. Yesterday's news took the shares four cents higher, to A\$23.34. Shareholders in Lihir include London-based RTZ-CRA, Nugini Mining and the Papua New Guinea government.

Nikki Tait

Tranz Rail ahead at NZ\$20.6m

Tranz Rail Holdings, the New Zealand transport group, lifted earnings from NZ\$14.4m to NZ\$20.6m (US\$14.5m) for the first three months to March 31, as a result of shrinking operating costs and a lower interest bill following last year's global share offer. The company, which is controlled by Wisconsin Central of the US, said it increased profits by NZ\$11.4m to NZ\$44.7m in the nine months to March 31.

Revenue from freight and passenger rail and ferry services totalled NZ\$435.1m, against NZ\$430.5m, because of higher volumes and growth in tourist numbers. Directors said competition remained strong, leading to downward pressure on freight rates, and that continuing softness in the New Zealand economy could lead to reduced earnings in the final quarter.

Terry Hall, Wellington

Comments and press releases about international companies coverage can be sent by e-mail to international.companies@ft.com

Annual results for Lippo units revised upwards

By Manuela Saragosa in Jakarta

Audited results at Lippo Life and Lippo Securities, two of Indonesian Lippo Group's listed units, showed 1996 net income was much higher than previously reported, after accounting regulations required the companies to book one-time gains immedi-

ately rather than over an extended period.

Lippo Life's net income rose 300 per cent on 1996 to Rp67.2bn (\$27.6m), compared with the unaudited net income figure for 1996 of Rp48.8bn, announced earlier this year.

Net income at Lippo Securities was Rp45.7bn in 1996, up from the Rp40.4m unau-

ditied net income it reported more than a month ago.

Independent auditors said Lippo Life and Lippo Securities had to recognise gains made from last year's controversial sale of shareholdings between Lippo Group companies in their 1996 profit and loss accounts.

Under the restructuring, Lippo Securities lifted its

stake in Lippo Life from 49 per cent to 32 per cent, while Lippo Life increased its holding in Bank Lippo to 40 per cent.

Analysts believe Lippo Life and Lippo Securities were planning to book the gains over 1997 to boost earnings growth ahead of planned rights issues. Lippo Securities is scheduled to

raise an estimated Rp1,000bn, and Lippo Life plans to raise Rp600bn to Rp700bn in issues this year.

Cash raised would help pay off the promissory notes taken out on Lippo Securities' acquisition of a stake in Lippo Life and to fund Lippo Life's expansion plans.

The restructuring sparked concern because Lippo

Group's founding shareholders, the Ruddy family, were set to receive between Rp800bn and Rp900bn from the sales, leading to accusations that they were cashing out of their companies.

However, Lippo Group's management has pledged to reinvest proceeds from the purchases into the planned rights issues.

This announcement appears as a matter of record only

APRIL 1997



Bandung - Indonesia

**Private Placement of
US\$ 41,000,000.00
Mandatory Convertible Bond Due 2002**

Bond Investors

- Peregrine Direct Investments Limited
- The HSBC Private Equity Fund, L.P.
- The HSBC Private Equity Fund 2 Limited
- Peregrine Indonesia Fund Limited
- Soros Capital Indonesia (L) Limited
- South-East Asia Private Equity Fund (C.P) - Fund A
- South-East Asia Private Equity Fund (C.P) - Fund B
- Isthmar Indonesia
- JF Electra (Mauritius) Limited
- ASEAN Supreme Fund Limited

Arrangers

- Isthmar Finas Securities
- Pentasena Arthasentosa

INDUSTRIVÄRDEN

Quarterly Report, January 1 - March 31, 1997

• Consolidated earnings after financial items totaled SEK 145 M (149). Capital gains on sales of listed stocks accounted for SEK 102 M (112) of this total.

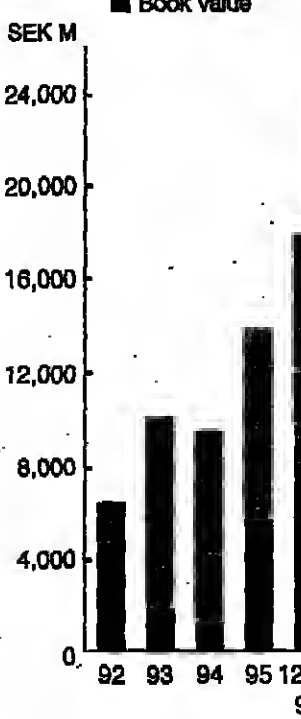
• The value of the portfolio of listed stocks increased by 19 percent during the first quarter, adjusted for purchases and sales. The General Index rose by 16 percent during the same period. Through April 25 the value of the portfolio of listed stocks had increased by 14 percent, while the General Index rose by 10 percent.

• Net worth at March 31, 1997, was calculated at SEK 521 per share and CPN. Net worth at April 25 was calculated at SEK 504 per share and CPN.

• In mid-April 22,000,000 Class A shares in Sandvik were acquired for SEK 4.1 billion.

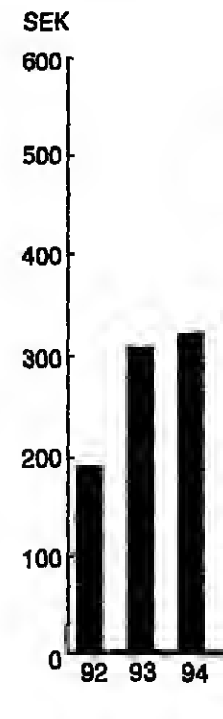
Market Value of Listed Stock Portfolio and Hidden Reserve

SEK M



Net Worth Per Share and CPN

SEK



AB INDUSTRIVÄRDEN (PUBL), BOX 5403, S-114 84 STOCKHOLM, PHONE +46 8 666 64 00, FAX +46 8 661 46 28, INTERNET <http://www.industrivarden.se>

COMPANIES AND FINANCE: UK

Sales of Dutch gas to European markets drops 21% because of warm winter weather

Spending falls at Royal Dutch/Shell

By Robert Corzine

Royal Dutch/Shell yesterday surprised analysts by reporting lower capital expenditure in the first quarter in spite of promises to begin drawing down its \$8.9bn (\$14.4bn) cash mountain by investing more in new projects.

The company said shareholders should not read too much into the fact that capital expenditure and exploration costs for the first three months of the year fell 7 per cent to \$1.4bn. It noted that there were often timing problems with large projects on which Shell concentrates.

Increases in spending on exploration and production and marketing were more than offset by reductions in refining and chemicals.

Analysts were also cautious in drawing too many conclusions from a single quarter's figures. But they said the lower capital expenditure highlighted one of

Shell's main problems: that of finding cost-efficient investment opportunities on which to devote its large cash resources. Shell Canada this week acknowledged that it had limited investment opportunities when it announced a buy-back of 14 per cent of its shares.

Such buy-backs are more difficult for the parent group, given legal problems in the Netherlands and potential tax inefficiencies in the UK. But analysts thought the Shell Canada programme might signal a more generous approach in future to profit distributions.

Current-cost net income excluding special items was \$1.54bn, 1 per cent up on last year's \$1.53bn. The steady result was achieved in spite of a 21 per cent fall in sales of Dutch gas to European markets due to unseasonably warm weather on the European continent this winter. Shell's first quarter results are heavily geared to



Cor Harkstroter, president of Royal Dutch Petroleum

European gas sales.

Exploration and production profits were up 3 per cent to \$996m, although higher oil prices were offset

by lower gas sales.

Crude oil prices declined steadily in the first quarter, although the average price of \$21.20 was \$2.60 a barrel

higher than a year ago.

The company warned, however, of possible short-term price weakness because supplies were likely

to exceed demand.

Refining and marketing results were badly hit by "adverse swings" on inventories, with profits down 41 per cent to \$282m. Shell warned that refining margins were also likely to remain under pressure.

Chemical margins were also lower but cost reductions helped lift profits worldwide by 12 per cent to \$184m (\$165m). The company predicted the "modest recovery" in the sector "may continue in the second quarter".

The return on capital employed for the year to March was 11.8 per cent. That was lower than the 13.2 per cent recorded last time, which Shell said benefited from record first-quarter earnings. Top industry performers are about the 15 per cent level.

Shell's total debt was \$7.8bn, with the debt ratio at 15.9 per cent.

Lex, Page 22

Wickes share price rises as sales improve

By Christopher Price

Shares in Wickes rose 8 per cent yesterday after the restructured DIY group confirmed that its positive sales performance since the start of the year was continuing.

The news, given to shareholders at the annual meeting, follows the announcement that Wickes had sold its continental operations.

The shares closed up 12 1/2p at 160p. Mr Michael von Brentano, chairman, told the AGM that like-for-like sales had risen by 14 per cent in the 17 weeks to April 26, improving on the 13 per cent increase for the first nine weeks of the financial year announced with the preliminary results.

Mr Bill Grimsey, chief executive, said total sales had risen 20 per cent in the latest period. Like-for-like sales up to Easter, which came earlier this year, were 18 per cent ahead.

"Although we are not getting excited, we are on course for returning Wickes back to profitability in the

future," he said - but refused to predict when that might be.

Wickes announced pre-tax losses of \$55.7m (\$90.23m) for 1996, in line with forecasts made at the time of its \$63.2m rescue rights issue in December. The funding move followed the discovery that profits had been overstated by \$50m. The Serious Fraud Office is still investigating matters relating to Wickes' affairs under its former management.

Following the disposal of the French, Belgian and Dutch DIY operations to Bracom, the French DIY group, Mr Grimsey said group debts would be reduced from \$24m to about \$14m. The 99-store Continental business reported pre-tax losses of \$12.3m for 1996. Wickes has previously disposed of its South African and US interests.

Mr von Brentano said the board had approved an overhaul of the group's information technology systems to enhance the retailer's performance.

Lex, Page 22

Killik and Jupiter sever Regan links

By Norma Cohen, Robert Wright and Clay Harris

Another of Mr Andrew Regan's City supporters turned its back on him yesterday, and said it had been persuaded to invest in his Lanica Trust and Galileo companies largely by the "pedigree" of its advisers and other backers.

Kilik & Co, a firm of private client stockbrokers which had also backed Hobson, Mr Regan's previous company, said it was severing all links with him. When Lanica and Galileo shares were bought on behalf of 200

Kilik clients, partners and staff, "no one within the firm was aware of the business to be acquired", it said. The purchases were made in December and Kilik was only informed of Mr Regan's intentions to bid for the Co-operative Wholesale Society in January. His plan collapsed last week.

Lanica's shares were suspended from trading on February 10 and the CWS has asked the stock exchange to investigate whether any purchases were based on inside information.

Kilik said: "No one within the firm has seen any CWS

confidential documents, nor were they aware that such documents were in circulation until this issue became public". It had been "strongly influenced to recommend investment in Lanica Trust/Galileo by the pedigree of Lanica's advisers and other backers".

Lanica's investment banker was Hambros, its stockbroker was James Capel and two other leading shareholders were Schroder Investment Management and Jupiter Asset Management.

Yesterday, Jupiter Asset Management also said it was severing its links with Galileo.

"We will not be pursuing any further business activities with Mr Regan," it said. However, Jupiter said it was not its policy to discuss which confidential documents, if any, it had seen. Earlier this week, Schroder said it had not seen any confidential CWS documents and that it "deplored the use of any illegal or improper practices".

In the High Court last week, Jupiter - but not Kilik or Schroder - was named in Mr Regan's affidavit as a recipient of confidential CWS information.

Hambros and Travers

Smith Braithwaite, the law firm acting for Galileo, led the desertion from Mr Regan, "unreservedly" apologising to the CWS on Monday. They made a substantial financial settlement.

The CWS is pursuing legal action for damages against Galileo, Lanica, Mr Regan, David Lyons, and Mr Allan Green, the retailing chief sacked by the CWS last week after admitting giving confidential documents to the would-be bidders.

Mr Alan Prescott has been appointed deputy chief executive of the CWS.

Barr & Wallace leisure auction

By Scheherazade Dameshidi, Leisure Industries Correspondent

Barr & Wallace Arnold Trust, which has been negotiating to sell its leisure division, is to auction the business after receiving a number of approaches.

However, the company also said yesterday that negotiations with Leisureplus, the holding company of Shearings, Britain's largest coach holiday operator, will continue.

Shearings has offered some \$24m (\$55m) for the leisure business, which has coach holiday operations second in size to its own. It has just completed due diligence and was told last week by the Office of Fair Trading that the proposed merger did not qualify for investigation.

Mr Richard Bell, finance director at Barr & Wallace Arnold, said: "While Leisureplus's offer was on the table and the board was advised that it was fair and reasonable, so many people made approaches that the board decided it ought to explore them."

"We are not amused at all," said Mr Mark Wordworth, a director of Net-West Ventures, which has a majority equity stake in Shearings. "It is very unusual for a public company to accept an offer and then say it is conducting an auction." But Shearings' offer remained on the table, he added.

Mr Bell said it had not conducted an auction earlier because it had been approached by Shearings "and we didn't realise the amount of outside interest".

The proposed sale to Shearings has been strongly opposed by some staff. They fear job losses and called for an auction in a circular to shareholders. Mr Bell said the board was mindful of the staff's opinions, but they would not have decided to conduct an auction had it not been for the outside interest.

Mr Robert Barr, chairman of the leisure division, will lead the management buy-out bid. The outcome of the auction is expected to be announced next month.

Enviromed disposal provisions

By Roger Taylor

Mr Ron Zwaniger, chairman of Enviromed, the healthcare company, yesterday said its disposal programme was well advanced but added it might have to make further provisions against losses on sales.

Talking at the company's annual meeting, he outlined plans to dispose of all Enviromed's loss-making businesses and concentrate on Biozyme, the profitable supplier of enzymes.

On Wednesday the company announced the sale of its Eurolabs subsidiary to Chemex International for \$135,000 (\$218,700).

Yesterday it said it was in the final stages of negotiations to sell its heavy metal sensor business and that discussions were progressing on the sale of one of its two day surgery units.

Mr Zwaniger said that the company planned eventually to refinance its debt with a share issue but his first priority was to settle the myriad of lawsuits in which it was embroiled.

Ped Hunt, the company's broker, said it expected a small profit from its ongoing businesses in 1997 but that losses on disposals could cancel this out. Last year, it incurred a loss before tax of \$7.6m after a \$3.4m exceptional loss.

The shares fell 3p to 18p. Mr Zwaniger took over at Enviromed after ousting the former management at an extraordinary meeting earlier this year.

LucasVarity drops auditor

By Tim Burt

LucasVarity, the Anglo-US engineering group, yesterday said it had dropped accountants Ernst & Young as its joint auditor following a review of the company's financial reporting strategy.

The motor components and aerospace equipment company, formed by last year's \$3.2bn (\$5.18bn) merger of Lucas Industries and Varity Corporation of the US, has invited KPMG to become sole auditor.

KPMG was previously accountants for Varity, whose senior management now dominate the LucasVarity board, while Ernst & Young acted for Lucas. "Clearly we are disappointed by this decision," Ernst & Young said yesterday. "But the company has told us that it was an extremely difficult one given the contribution that we have made since the merger."

KPMG, by comparison, expressed satisfaction at winning what it called a "normal beauty parade" for

the accountancy contract.

LucasVarity announced its decision in its annual report, published yesterday.

The accounts showed that Mr Victor Rice, chief executive, received total remuneration of \$402,834 between September 6 and January 31, including a \$167,257 bonus and basic salary of \$231,736.

Mr Rice could earn a bonus worth 80 per cent of his basic salary if the group meets its targets for economic value added - operating profits minus the cost of

capital.

The former Varity chairman's contract also includes a clause under which he would be entitled to a lump sum payment of 4.4 times his basic salary in the event of a change of control at LucasVarity.

He would also receive an additional sum matching the highest bonus received in any of the three years up to such a change of control.

Similar provisions are included in the contract of Mr Tony Gilroy, chief operating officer.

Bernard Matthews issues warning

By Maggie Urry

A warning delivered at the annual meeting of lower second quarter profits knocked shares in Bernard Matthews, the poultry group, down 12 1/2p to 127p.

Mr Bernard Matthews, chairman, told shareholders "the second quarter results are unlikely to match the very high levels achieved last year in the aftermath of the BSE crisis. This may have an adverse effect on the first half profits."

"However, we believe this to be a short term situation," he continued, "and we remain cautiously optimistic for the year as a whole". Analysts were shading rather than slashing profit forecasts, with Henderson Crosthwaite reducing its pre-tax estimate from \$24.5m to \$24m (\$36.9m).

Sales of turkeys rose sharply after the government admitted on March 20 last year that bovine spongiform encephalopathy or "mad cow" disease in cattle

might be the cause of a new variant of Creutzfeldt-Jakob disease, a fatal brain condition, in humans who had eaten infected beef. Since then, beef sales have partially recovered.

Mr David Joll, chief executive, said after the meeting that the group's sales had been "exceptionally high this time last year."

In March, when the group announced profits for 1996 of \$22.6m (\$38.7m), Mr Matthews said "profits to date are running ahead of the

comparative period in 1996".

Mr Joll said value-added products were selling well, but it was the commodity meats side which was affected, including parts of Turners Turkeys, acquired in 1995, and Saga Foods, its Hungarian arm.

Heavy capital expenditure last year was devoted to expanding production of the value-added products. It has also suffered from high food costs and the strengthening of sterling.

RESULTS

	Turnover (£m)	Pre-tax profit (£m)	EPS (p)	Current dividend (p)	Date of payment	Dividends Corresponding dividend	Total for year	Total last year
Group	Yr to Jan 25	167 (201.8)	5.37 (6.1824)	6.41 (6.37)	0.75	July 3	0.75	1.25
Shearings	Yr to Dec 31	- (-)	1.24 (1.1804)	2.7 (2.58)	-	-	-	-
Royal Dutch/Shell	3 mths to Mar 31	27,386 (26,040)	1,416 (1,743)	15.8 (19.5)	-	-	-	36.9
Utility Cable	3 mths to Feb 28	55.1 (45)	1.76 (2.25)	0.82 (1.06)	0.27	May 30	0.27	0.76
Investment Trusts	NAV	Attributable Shareholders (£m)	EPS (p)	Current dividend (p)	Date of payment	Corresponding dividend	Total for year	Total last year
Abstract Emerging	5 mths to Mar 31	99.21 (95.50)	0.169 (0.211)	0.34 (0.04)	-	-	-	0.4
Abstract New Thai	Yr to Feb 28	120.54 (213.59)	0.503 (0.457)	2.97 (2.98)	1.35	June 20	1.35	1.354

Earnings shown basic. Dividends shown net. Figures in brackets are for corresponding period. *After exceptional charge. *With currency. **After tax and minorities. *Shell only. Royal Dutch earnings were £15.05 (£1.15). *Comparatives restated. *On increased capital. *Includes 0.05p special.

P-C-W Notice N° 4

May 1997, to whom it may concern

This notice serves the purpose of calling for manufacturers' offers, and quotations for equipment as may be required for establishing a new cement works in a timely suitable location, preferably covered by EC and CH-WTO-related criteria, and ensuring competitiveness. PRE-QUALIFIED and worthy DOCUMENTATION shall be presented to the author and a place as shall be found on a specific presentation at the author's

address. NOTIFICATION to acceptable APPLICANT is foreseen to be mailed to the address mentioned in the applicant's above-mentioned documentation by the author within respectively due time(s). Thank you for your eventual cooperation with due diligence, as I claim such, too.

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MANAGEMENT

John Kay

Cars and capacity

Pricing by marginal cost is a surefire recipe for going bust. But why, in practice, is this the case?

Every student of economics is taught that the essential first step in deciding the price of an item is to determine its marginal cost. But in reality, calculations of marginal costs play almost no role in business decision making.

When companies calculate the costs of the different items they sell, they use a management accounting system which allocates the total costs of the business to individual products.

And there seems to be good reason for this. Virtually every calculation by a company of its marginal costs that I have seen comes up with a figure that is extremely low. Pricing by reference to marginal cost is a surefire recipe for going bust.

But this should not be true. The same economic theory explaining the relationship between average and marginal costs. That relationship is determined by the extent of economies of scale.

Marginal costs are below average costs if these costs fall as output increases, and vice versa. And, the mathematics also defines the extent of the divergence.

Suppose, for example, increasing output by a factor of five would lead to a halving of unit costs. This is an extreme case of scale economies. You might get up to this sort of figure in the manufacture of large aircraft, but not in many other businesses.

Certainly there could be no industry in which scale economies were as extensive as that and where both large and small firms survived. But even there, marginal costs would only be around 15 per cent less than average costs. If scale economies were less extreme, the divergence would be much smaller.

So why do people often come up with such low numbers? It is a little common in a manufacturing

process for estimates of the marginal cost of output to be no more than half the number that management accountants would attribute to the same output through their cost allocation system.

In some network industries, like rail or telecom, where regulation and price control has made it important to reach good estimates of marginal cost, the answers that are derived are as low as 10 per cent or 20 per cent of the costs the business needs to recover in order to pay its way.

There are two explanations of this inconsistency. Each points to mistakes in the way these calculations are typically made.

The analysts that describes the relationship between average and marginal costs assumes that the firm has set its capacity correctly. If there is too much capacity, then the distinction between short and long run marginal costs becomes important.

Long run marginal cost is a measurement of marginal cost that takes account of the increased capacity that increased demand requires in the long run. Short run marginal cost simply looks at the direct costs of additional output.

If you can produce that additional output within additional capacity, then

The analysis that describes the relationship between average and marginal costs assumes that the firm has set its capacity correctly

short run marginal cost appears to be very low. But that situation is really much less common than it seems. There are very few firms in which it is sensible to plan to run a plant at full capacity all the time. You need additional capacity to cope with fluctuations in demand, to provide for breakdowns and contingencies, to accommodate growth in demand. That security margin brings a benefit, and imposes a cost.

If you factor into your calculation the costs of eating into the security margin, you find that short run marginal cost is much higher, and is once more equal to long run marginal cost.

The reason you incur expenditure on extra capacity in the long run is that the costs of having it are less than the benefits of having that margin of flexibility in your operations.

There is an apparent paradox there. Most economists would tell you that short run marginal cost is what you should really look at in thinking about prices, and they are right.

But long run marginal costs are actually often a better guide to the true level of short run marginal costs than the calculations of short run marginal costs which are made.

Then there is a second reason why average cost seems to be higher than marginal cost. The way you usually calculate average cost is from the top down - you start with the total costs of the business and you allocate them to individual products.

But when you calculate marginal costs, you do it from the bottom up - you look at the costs of each individual element and you make your estimate by reference to that.

The first of these is typically characterised by errors of inclusion - you put too many things in. The

second is typically characterised by errors of exclusion - you leave too many things out.

Take the chairman's car, for example. When you measure average costs across the business, you simply lump expenditure on that with other overhead costs and allocate them across all products the firm makes.

But no one calculating marginal costs ever thinks "if output increases the chairman will probably buy himself a bigger car and I'd better attribute some of the costs of that to the model 330 widget".

So expenditure on the chairman's car gets included in estimates of average costs and excluded from estimates of marginal cost. If common costs which are not immediately related to specific outputs are large - which is often true - then this is a major issue.

Reality, of course, lies somewhere in between. Obviously the chairman does not need a bigger car to enable the firm to make more model 330 widgets. But companies with a larger overall scale of business have - and genuinely require - a large level of these central overhead costs.

One of the helpful contributions of activity based accounting to modern management thinking is that it requires you to think much more carefully about the things that cause overhead expenditures to be incurred.

And when you do that, you include more in marginal costs, less in average costs, and the gap between the two starts to narrow. And that might start to narrow the gap between accountants and economists as well.

John Kay is a director of London Economics and director of the School of Management Studies at Oxford University. This column appears fortnightly.

The argument over chief executive pay seems to be getting louder on both sides of the Atlantic. There has also been a subtle shift in the terms of reference.

In the past, the issue was seen as primarily external. Huge pay packets were represented, in the UK especially, as offensive to public opinion. Alternatively, they were or were not acceptable to shareholders.

It is now increasingly common for management theorists to talk of internal effects; that is, of damage done within the organisation.

US research suggests, for example, that companies in which the chief executive's salary is felt to be unfairly high suffer abnormally high staff turnover.

A new piece of research from the Wharton business school takes the theme further. Companies which pay their chief executives too much, it seems, typically perform badly in terms of profits and share price.

The study says the problem is one of corporate governance. Statistically, there is a clear link between chief executive pay and weak boards of directors. The more excessive the pay, the greater the likelihood that the chief executive is also chairman, the board is too large and that the directors are old and were appointed by the chief executive.

There is also a link with the shareholding structure. Chief executives tend to get paid less the more stock they own. They are also paid less in cases where an outsider - or another board member - owns a block of 5 per cent or more of the equity.

The study concludes that excess compensation is not

HOWEVER, SHAREHOLDERS WILL BE PLEASED TO KNOW THE ECONOMIC PICTURE WAS NOT ENTIRELY BLEAK



ROGER BEANE

Internal damage

The executive pay row has shifted, says Tony Jackson

so much a cause of poor economic performance as a symptom of a deeper malaise. Companies in which the chief executive can get away with a whopping salary suffer, from agency problems; the boss's interests are not in line with those of the shareholders.

At the same time, the weakness of the board means shareholders cannot address the problem. Furthermore, if the company is inefficient at striking a deal with the chief executive, it is probably making similar mistakes elsewhere in its operations.

The problem is evidently not a new one. The study took as its starting point a sample of 205 quoted US companies, and examined the chief executive's compensation in 1982-84.

This had two advantages. First, chief executive pay had not yet become a contentious issue in the early

1980s, so there was less risk of distortion. Second, the subsequent performance of the companies could be measured over longer periods.

The sample consisted mostly of large corporations, with average revenues - in 1984 dollars - of more than \$3bn. The total compensation of chief executives averaged \$800,000.

Excess compensation was defined as being higher than could be expected on purely economic grounds. The study worked out what the chief executives should have earned in terms of the size, complexity and risk of the operation.

The study then looked at each company's pre-tax return on assets, and the return to its stockholders, over periods of one, three and five years. Sure enough, the higher the excess compensation, the worse the performance on both counts.

This has wide-ranging implications. For instance, portfolio investors might find it worth their while to compile rankings of chief executive pay.

The tricky bit, of course, is judging when chief executive pay is excessive and when it is justifiably high. In doubt, there is a simple test. Look at the composition of the board. If it is made up of the boss's elderly cronies, steer clear of the shares. If you are a shareholder already, start asking awkward questions before it is too late.

*Corporate governance, CEO compensation and firm performance, by John E. Core, Robert W. Holthausen and David F. Larcker, The Wharton School, University of Pennsylvania.

An invitation to insight

Chief executives of Europe's largest businesses can shortly expect to receive invitations to participate in the 1997 survey of Europe's Most Respected Companies, the annual peer group study conducted by the Financial Times in association with Price Waterhouse.

As well as providing an insight into which compa-

nies and individuals are judged by Europe's leading managers to be outstanding performers, the survey is also designed to find out which characteristics are thought to be behind such success, and which issues are most likely to affect competitiveness and the business environment.

Questionnaires for the survey will be sent to chief executives in more than 20 countries during May and the results will be published in a special section due to appear with the September 24 issue of the FT.

For further information, write to: Europe's Most Respected Companies Survey, Financial Times, One Southwark Bridge, London, SE1 9EL.



THE PROPERTY MARKET

With only the slightest hesitation, Mr Christian de Kerangal, director of research at Bourdais, the French property specialist, gives a single word response when asked whether the time has come to reinvest in Paris: "Yes."

After more than six years of plummeting property prices, which had a devastating effect on the profits and balance sheets of many French companies, a growing number of observers are beginning to see signs of improvement.

One of the strongest signals came late last month when Compagnie Générale d'Immobilier et de Services (CGIS), a subsidiary of the conglomerate Générale des Eaux, sold five towers and an option on a sixth in the modern La Défense office complex to the west of Paris.

At FF4.3bn (£440m), it was the single largest property transaction in many years in the country, and demonstrated the confidence in the market of Canadian purchaser SITQ, a subsidiary of the Caisse de dépôt et placement du Québec.

But it came after two other very significant disposals by CGIS last year to US investors: FF4.2bn for three buildings in construction to a subsidiary of Philip Morris; and FF1.5bn for the Tour Descartes in La Défense to Blackstone. Overall, Bourdais estimates that total investment in French property in 1996 was FF12.2bn, up from just FF3.3bn in 1995.

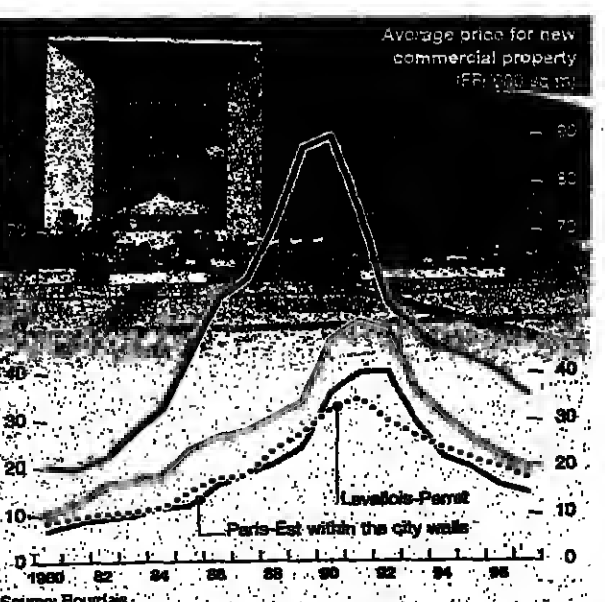
Furthermore, in September last year, the French property developer Unibail announced the creation of the aptly named Grosrouais Property Investors, a Luxembourg-based fund designed to invest up to FF6bn in the French market for foreign investors - more than half of which are US institutions.

Some argue that recent deals have been driven more by the necessity to sell than rising demand from buyers. CDR, for example, is charged under the terms of the government's restructuring plan with disposing rapidly of assets including property formerly amassed by the state-owned banking group Crédit Lyonnais.

Equally, the holding company Suez has pledged to withdraw entirely from property by 2001. And CGIS itself is responsible for implementing the objective of the new

Parisian progress

Andrew Jack detects strong signals of a revival



chairman of Générale des Eaux to reduce the high levels of group debt and to cut its property exposure.

However, Mr Stéphane Richard, chairman of CGIS, stresses that demand has driven his company's transactions. "Over the last 18 months, there has been very strong interest from Anglo-Saxon investors in Paris and La Défense. We think we are at the bottom of the cycle, rents are stable, yields are up and so investors are looking to take important positions."

He argues that the trend is driven partly by the characteristics of US funds: they use a small amount of shareholders' funds to leverage high borrowings to drive up their return on equity, and given the interest rates and the upswing in their domestic market, they are increasingly seeking opportunities in foreign markets.

Mr de Kerangal highlights growing indications of tight supply for office space in Paris, with demand rising for the fifth year in succession and supply beginning to shrink. In the past three years, more than 250,000 sq m of older offices have been

converted into housing. At the start of 1997, he estimates that there were only six office buildings available across the city offering more than 10,000 sq m each.

His figures are supported by those of Knight Frank, the London-based chartered surveyors. Mr Steve Mallen, head of research, says that the office vacancy rate across the Ile de France region is 10.3 per cent, but only 27 per cent of the 44m sq m theoretically available is in new buildings. Much is concentrated in old, cramped buildings which are of decreasing interest.

Expanding French companies are becoming increasingly willing - or forced - to shift their operational activities away from the middle of Paris, while often guarding a prestigious central address for their top directors.

But they still want to be within the walls of the city, or in close proximity, and in locations that are well served by public transport.

Club Méditerranée, the holiday village company, recently regrouped all its offices in the 19th arrondissement, for example.

While Crédit Lyonnais has moved its main directors back into the headquarters which were badly damaged by fire last year, other operations have been shifted to Bercy in eastern Paris and to La Défense.

And while Andersen Consulting recently moved to the Champs Elysées and its sister organisation Arthur Andersen shifted to Neuilly, the bank Société Générale has moved its entire operations to a purpose-built twin tower in La Défense.

If physical property transactions have caught the eye in the past few months, deals concerning property lending portfolios have been equally important.

Whitehall, the Goldman Sachs-managed investment fund, was the lead investor in a FF745m acquisition from CréditSuez and a FF3.2bn portfolio from the insurer UAP last year. Then in January this year, it acquired a further FF4.4bn in loans from CréditSuez.

Such large-scale deals have raised some criticism of "vulture funds" in France. But Mr de Kerangal argues that a new type of long-term investor is now beginning to study the potential of the Paris market, such as German pension funds.

Even so, progress remains uncertain. Mr Léon Bressler, head of Unibail, says that although his fund was swamped with demand from shareholders, it has yet to make any investments in the French property market for the sake of prudence.

He stresses the fundamental importance of the economy as central to any upswing in property prices. And at the moment, the prospects remain sluggish, with little sign that there will be a rapid increase in the coming years.

Potential investors might draw hope from the latest pledges of Mr Alain Juppé, the prime minister, who during the election campaign earlier this week offered to cut the country's punitive high property transfer taxes, in a move which could boost the volume of transactions.

But they will be equally concerned about what more general measures he - or the opposition left-wing socialist party if it wins - could do to help boost activity in the French economy.

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FINANCIAL TIMES

INTERNATIONAL CAPITAL MARKETS

Gilts edge higher ahead of poll result

GOVERNMENT BONDS

By Michael Lindemann
in London and Tracy
Corrigan in New York

UK gilts edged upwards yesterday but, as traders prepared for an all-night dealing session, many felt they had seen most of the bounce in the gilt market.

"We saw the euphoria on Wednesday," said Mr Richard Dey, UK economist at ABN Amro Hoare Govett. "I think we have seen all the reaction we are going to get." The long gilt future settled at 110.09, up 4.

Mr Steve Andrew, UK analyst at Merrill Lynch, said the gilt market had "some what prematurely" plumped for a "significant" Labour majority. He added, however, that if Labour's majority exceeded 100 seats, the market was likely to see a further "cautious" rally.

However, such a rally was not likely to be full-blooded, he said, because sentiment

was still very mixed about Mr Gordon Brown's first moves as the UK's probable new chancellor.

Mr Brown might well resist an increase in interest rates because that would hurt UK exporters, already under pressure from the surge in sterling since last September. Instead, Mr Andrew said, the new chancellor might focus on fiscal measures aimed at a more buoyant service sector.

"The disadvantage with an interest rate rise is that it would hit the manufacturing sector, and that is quite obviously not growing at the same rate as services," he added.

The policy options were likely to have crystallised by mid-June, Mr Andrew said, and gilts could begin a sustained rally, with the 10-year yield spread of gilts over bonds tightening from yesterday's level of 178 basis points to 150 basis points during the summer.

However, Mr Dey took a

more cautious view of the gilt rally. The spread over bonds was likely to remain at about 175 basis points going into June and would tighten to around 155 points by the year-end, he said.

The mini-budget, expected in early June, was not likely to contain much beyond details of the windfall tax on utilities and whatever "fiscal fireworks" Mr Brown had in mind were likely to be saved for the autumn or even next year, Mr Dey said.

"[Labour's] room for fiscal manoeuvre is going to be very limited given the pledges they have made during the election," he said.

Moreover, he argued that fiscal policy would not be enough to damp growth in the UK economy. "Fiscal policy is quite a clumsy tool to slow demand. The orthodoxy is that monetary policy is the only tool to fine tune the economy."

But any rise in interest rates was likely to be modest, Mr Dey said, because

"Labour needs growth if its ambitions are not going to turn into frustrations."

Rates were likely to rise to 6.5 per cent and would remain there throughout 1998, he said, while Labour could well let inflation rise to an annual rate of about 4 per cent.

US bond market investors, meanwhile, appear to be increasingly willing to believe that strong economic growth does not automatically bring inflation, judging by their reaction to a spate of economic data this week.

US Treasury prices again rallied yesterday morning after the National Association of Purchasing Management's April report showed a slight fall to a still strong 54.2 per cent reading, slightly above expectations.

The report also showed strength in its new orders index, which fell to 67.9 per cent from 69.3 per cent in March. "There has obviously been a change in sentiment," said Mr Kevin Logan, senior mar-

ket economist at Dresdner Kleinwort Benson. This started with the lower than expected employment costs index earlier in the week, which dented apprehensions that inflationary pressures might spark a series of interest rate rises by the US Federal Reserve.

Since then, gross domestic product data have shown that first-quarter growth is very strong, but many analysts are taking the view that the inventory build-up evident so far this year is not likely to continue, so growth may slow. Moreover, said Mr Logan, these days "strong growth doesn't mean inflation, so people aren't worrying about it."

In morning trading yesterday, 30-year Treasury prices rose 1/8 to 96 1/8 to yield 6.92 per cent and two-year Treasuries were 1/8 higher, yielding 6.239 per cent.

The market was also buoyed by speculation that Congressional leaders were near to agreement on the

budget, after Mr Thomas Daschle, Senate minority leader, said a budget deal could come that day, though he added that negotiators are trying to close gaps of \$100m to \$500m on several issues.

But, while stronger sentiment has pushed yields back below 7 per cent, it is not clear that the market will have sufficient impetus to push them lower.

"A lot of money is being forced into the market. [Investors had] let cash build up and now they have to put it to work," Mr Logan said. But he added that with one more quarter-point rate rise still considered probable, a further ratcheting down of yields at this point appeared unlikely.

In recent weeks, the market has traded in a relatively narrow range, with investors eager to buy when yields rise much above 7 per cent. However, with yields back below 7 per cent, some of that enthusiasm may flag.

CSX raises \$2bn in six-tranche offering

INTERNATIONAL BONDS

By Samer Iskander and
Richard Lapper

With a large number of continental European markets closed for May Day holidays, and the UK election more of a priority for London traders than primary market activity, the international bond market was all but dead for most of the day.

The session, however, was enlivened in the afternoon when CSX Corp, the US railroad group, issued more than \$2bn of bonds in six tranches - with a high likelihood these might be

increased to eight. The bonds have maturities varying between two and 30 years, and the proceeds will partly be used to fund the purchase of Conrail shares.

Pricing was due to be completed during the afternoon in New York, and traders said placement was going well.

Argentina is to launch its first lira-denominated deal of the year next week, a \$500m issue of floating-rate notes.

A syndicate manager at Deutsche Morgan Grenfell, which will lead-manage the deal, said Argentina's recent fixed-rate issues had quickly become illiquid,

prompting it to turn to the floating-rate sector.

Like Mexico, which also issued in lire last month, Argentina is seeking to build a yield curve in the Italian currency. It currently has outstanding lire issues with maturities of two, four, six and 10 years.

It is expected that the bonds will be priced to yield between 180 and 170 basis points over the lira, compared with spreads of some 180 basis points over Treasuries on the country's fixed-rate bonds in dollars.

The launch, which is expected next Wednesday, is expected to coincide with the

New international bond issues

Borrower	Amount (£m)	Coupon (%)	Price	Maturity	Fee (%)	Spread (bps)	Book-runner
US DOLLARS							
CSX Corp	300	(6 1/8)	(9 1/8)	May 2002	-	(61/16W-02)	Salomon Brothers
CSX Corp	300	(6 1/8)	(9 1/8)	May 2004	-	(62/16W-04)	Salomon Brothers
CSX Corp	400	(6 1/8)	(9 1/8)	May 2007	-	(63/16W-07)	Salomon Brothers
CSX Corp	400	(6 1/8)	(9 1/8)	May 2010	-	(64/16W-10)	Salomon Brothers
CSX Corp	450	(6 1/8)	(9 1/8)	May 2027	-	(65/16W-28)	Salomon Brothers
CSX Corp	200	(6 1/8)	(9 1/8)	May 2027	-	(66/16W-28)	Salomon Brothers
First Home Loan Mgt Corp	100	(10 1/8)	(10 1/8)	May 2007	0.30	(10 1/8W10)	Monetta International

Final terms, non-callable unless stated. Yield spread over relevant government bonds at launch supplied by lead manager. ^a Floating-rate notes. ^b Interest-bearing coupon. ^c From above offer price. ^d From above offer price. ^e From above offer price. ^f From above offer price. ^g From above offer price. ^h From above offer price. ⁱ From above offer price. ^j From above offer price. ^k From above offer price. ^l From above offer price. ^m From above offer price. ⁿ From above offer price. ^o From above offer price. ^p From above offer price. ^q From above offer price. ^r From above offer price. ^s From above offer price. ^t From above offer price. ^u From above offer price. ^v From above offer price. ^w From above offer price. ^x From above offer price. ^y From above offer price. ^z From above offer price. ^{aa} From above offer price. ^{ab} From above offer price. ^{ac} From above offer price. ^{ad} From above offer price. ^{ae} From above offer price. ^{af} From above offer price. ^{ag} From above offer price. ^{ah} From 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WORLD BOND PRICES

BENCHMARK GOVERNMENT BONDS

Coupon	Rate	Price	Days change	Yield	Week	Month
Australia	6.750	110.08	0.0000	-	0.00	7.87 7.98
Austria	5.750	104.07	0.0000	-	0.00	5.95 5.91
Belgium	8.250	108.07	0.0000	-	0.00	6.00 6.12
Canada	12.000	102.85	0.0000	+0.00	5.59	6.73 6.75
Denmark	5.000	103.08	110.0400	+0.50	6.42	6.57 6.80
France	5.500	103.05	0.0000	-	0.00	4.94 4.76
Germany	5.500	104.07	0.0000	-	0.00	5.80 5.77
Italy	6.000	101.07	0.0000	-	0.00	5.91 5.94
Japan	6.000	102.830	+0.380	6.07	7.76	6.98
Spain	6.750	102.07	0.0000	-	0.00	7.51 7.61
UK 14 1/8	11.750	117.080	+0.110	6.00	7.50	7.51
UK 10 1/8	3.000	104.734	+0.150	2.53	2.16	2.26
Netherlands	5.750	102.760	+0.720	5.94	5.78	5.84
Sweden	6.000	102.850	+0.000	0.00	7.00	7.00
Switzerland	7.380	103.07	0.0000	-	0.00	9.94 7.20
Spain	6.000	104.07	0.0000	-	0.00	7.24 7.40
UK Gilts	7.000	106.02	98-15	+0.62	7.15	7.33 7.27
US Treasury	8.000	107.07	+0.00	+1.32	7.40	7.62
US Treasury	6.250	102.07	98-28	+0.052	6.90	6.90 6.76
Prime US 30-day	7.000	107.07	98-27	+0.057	7.00	7.00
SOI (Financial Govt)	7.000	104.05	0.0000	-	0.00	6.21 6.32

London clearing / New York mid-day

Strain including "withdrawing tax at 12.5 per cent payable by investors"

Prime US 30-day

Yields: Local market (standardized)

Source: Reuters

Source: IHS International

CURRENCIES AND MONEY

Dollar, sterling and punt slide

MARKETS REPORT
By Simon Kuper

The dollar fell yesterday on rumours that the Bank of Japan was intervening to boost the yen and on data showing weak US price pressures.

Sterling fell too, largely on the dollar's collapse. Yesterday's UK general election created few market jitters.

Currencies moved sharply but trading was thin, because of the Labour Day holiday in most of Europe, Golden Week in Japan, the UK election and today's US payrolls figures.

Most analysts said they thought that the Bank of Japan had at most been checking exchange rates.

However, the market has been worried for weeks that Japan and possibly the US may intervene to buy yen.

The US National Association of Purchasing Managers' survey for March also

hit the dollar. The main NAIPM index was slightly stronger than forecast, but the price index fell below the key 50 level to 49.6. That followed other soft US price data, reducing prospects of a rate rise this month.

The dollar's slide fed on itself, by triggering options-related stop-loss selling.

The dollar fell 1.2 pence against the DM1.719 and ¥90.8 against the yen to ¥128.3. The Canadian dollar firmed against the dollar on reduced prospects of a US rate rise. The Bank of Canada, which often buys its own currency in the market, this time sold the Canadian dollar. The pound fell 1.9 pence against the D-Mark to DM2.791.

The Irish punt plunged

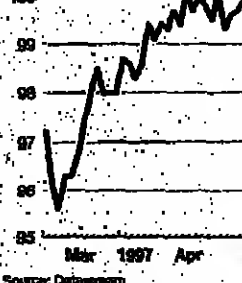
further, but steadied when the Central Bank of Ireland raised interest rates by 50 basis points after the London close. The short-term facility rate rose to 6.75 per cent, and the overnight deposit rate to 3.50 per cent.

The punt has lost more than 10 pence to the D-Mark since late on Tuesday when the Central Bank ceased intervening to prop up the currency. The punt had been under pressure since April 15, when Mr Ruairi Quinn, Irish finance minister, said he would like to drop against the D-Mark to nearer DM2.411 - its central rate in the European exchange rate mechanism.

Mr Adrian Schmidt, senior economist at Chase in London, said the rate rise was not meant to defend the punt. "Ireland has long wanted to raise rates in response to the strength of the domestic economy, but the punt's strength within the ERM had prevented it."

Sterling's campaign

Trade-weighted index



The Group of Seven seems to have halted the dollar's rise against the yen for the moment. The communiqué after Sunday's Washington summit, and threats from Japan since then, have

of these days when people try to push the dollar higher again somebody very big is going to come out and jump on them." Nerves grew early yesterday after the dollar rose to ¥127.47 to the yen.

Mr Mark Cliffe, chief international economist at HSBC Markets in London, predicts in his "Good Intervention Guide" that intervention will come when one key economic fundamental turns against the dollar: namely, trade, the only fundamental mentioned in the Washington statement. When the weak yen created export-led growth in Japan at the expense of the US economy, the dollar's slide might start, Mr Cliffe said.

Other currencies

The pound has had a marvellous election campaign. It gained 2.5 per cent during it, despite plummeting 3.7 pence against the D-Mark on March 17, the day the election was called. There have been few jitters since, with

seemingly well in marginal seats and that Labour had cancelled next week's monetary meeting with the Bank of England governor.

As ABN-Amro phrased it in yesterday's treasury market report: "Rumours circulated in the market that there would be a UK general election today."

Mr Chris Turner, currency strategist at BZW in London, cited three reasons why sterling fumbled its electoral history this year. Traders always felt certain that Labour would win; they did not mind this, and relatively high UK yields boosted the pound.

POUND SPOT FORWARD AGAINST THE POUND

May 1	Forward	Change	On day	Day's mid	One month	Three months	One year	Bank of
Europe								
Austria	(Sfr)	19.428	-0.127	345	510	16.284	16.235	19.598
Belgium	(Bfr)	37.202	-0.284	517	500	36.120	37.550	37.478
Denmark	(DKr)	10.215	-0.074	237	257	10.713	10.714	10.595
Finland	(Fmk)	6.314	-0.062	73	695	6.470	6.370	6.27
France	(FFr)	6.474	-0.042	234	815	6.508	6.437	6.403
Germany	(DM)	2.703	-0.018	89	920	2.819	2.775	2.794
Greece	(Dr)	44.227	-2.182	339	438	47.825	42.918	42.918
Ireland	(Ir£)	1.082	-0.007	92	92	1.084	1.085	1.070
Italy	(Lira)	278.78	-12.91	223	733	278.25	278.00	278.16
Luxembourg	(Lfr)	37.202	-0.284	517	500	36.120	37.550	37.478
Netherlands	(Gld)	16.408	-0.024	387	382	16.408	16.408	16.408
Norway	(Nkr)	11.522	-0.057	180	209	11.522	11.472	11.478
Portugal	(Esc)	200.48	-1.454	235	696	200.48	200.48	200.48
Spain	(Ptas)	166.67	-1.143	71	407	166.67	166.67	166.67
Sweden	(Skr)	12.864	-0.037	91	92	12.864	12.864	12.864
Switzerland	(Sfr)	2.703	-0.018	89	920	2.819	2.775	2.794
UK	(£)	1.000	-0.000	0	0	1.000	1.000	1.000
USA	(\$)	1.639	-0.007	31	337	1.639	1.639	1.639
Other								
Argentina	(Piso)	1.639	+0.016	234	242	1.639	1.639	1.639
Brazil	(R)	1.639	+0.016	234	242	1.639	1.639	1.639
Canada	(C\$)	2.703	-0.018	89	920	2.819	2.775	2.794
China	(Yen)	12.864	-0.037	91	92	12.864	12.864	12.864
India	(Rupee)	1.639	-0.007	31	337	1.639	1.639	1.639
Japan	(¥)	128.3	-0.000	0	0	128.3	128.3	128.3
Malaysia	(RM)	2.703	-0.018	89	920	2.819	2.775	2.794
Philippines	(P)	1.639	-0.007	31	337	1.639	1.639	1.639
Singapore	(S\$)	1.639	-0.007	31	337	1.639	1.639	1.639
South Africa	(Rand)	1.639	-0.007	31	337	1.639	1.639	1.639
South Korea	(Won)	1.639	-0.007	31	337	1.639	1.639	1.639
Taiwan	(NT\$)	1.639	-0.007	31	337	1.639	1.639	1.639
Thailand	(Baht)	1.639	-0.007	31	337	1.639	1.639	1.639

DOLLAR SPOT FORWARD AGAINST THE DOLLAR

May 1	Forward	Change	On day	Day's mid	One month	Three months	One year	JP Margin
Europe								
Austria	(Sfr)	12.093	-0.092	932	974	12.093	12.093	1.5
Belgium	(Bfr)	35.468	-0.251	470	900	35.468	35.468	2.0
Denmark	(DKr)	6.543	-0.058	293	413	6.543	6.543	1.5
Finland	(Fmk)	5.161	-0.049	572	647	5.161	5.161	2.0
France	(FFr)	5.805	-0.051	640	680	5.805	5.805	2.2
Germany	(DM)	1.718	-0.011	183	188	1.718	1.718	2.2
Greece	(Dr)	27.345	-1.525	400	900	27.345	27.345	1.5
Ireland	(Ir£)	1.082	-0.007	92	92	1.082	1.082	1.5
Italy	(Lira)	278.78	-12.91	223	733	278.78	278.78	1.5
Luxembourg	(Lfr)	37.202	-0.284	517	500	37.202	37.202	1.5
Netherlands	(Gld)	16.408	-0.024	387	382	16.408	16.408	1.5
Norway	(Nkr)	11.522	-0.057	180	209	11.522	11.522	1.5
Portugal	(Esc)	200.48	-1.454	235	696	200.48	200.48	1.5
Spain	(Ptas)	166.67	-1.143	71	407	166.67	166.67	1.5
Sweden	(Skr)	12.864	-0.037	91	92	12.864	12.864	1.5
Switzerland	(Sfr)	2.703	-0.018	89	920	2.703	2.703	1.5
UK	(£)	1.000	-0.000	0	0	1.000	1.000	1.5
USA	(\$)	1.000	-0.000	0	0	1.000	1.000	1.5
Other								
Argentina	(Piso)	0.099	+0.001	999	999	0.099	0.099	1.5
Brazil	(R)	1.000	-0.000	0	0	1.000	1.000	1.5
Canada	(C\$)	1.000	-0.000	0	0	1.000	1.000	1.5
China	(Yen)	7.940	-0.012	390	450	7.940	7.940	1.5
India	(Rupee)	1.000	-0.000	0	0	1.000	1.000	1.5
Japan	(¥)	1.000	-0.000	0	0	1.000	1.000	1.5
Malaysia	(RM)	1.000	-0.000	0	0	1.000	1.000	1.5
Philippines	(P)	1.000	-0.000	0	0	1.000	1.000	1.5
Singapore	(S\$)	1.000	-0.000	0	0	1.000	1.000	1.5
South Africa	(Rand)	1.000	-0.000	0	0	1.000	1.000	1.5
South Korea	(Won)	1.000	-0.000	0	0	1.000	1.000	1.5
Taiwan	(NT\$)	1.000	-0.000	0	0	1.000	1.000	1.5
Thailand	(Baht)	1.000	-0.000	0	0	1.000	1.000	1.5

CROSS RATES AND DERIVATIVES

EXCHANGE CROSS RATES

May 1	DF	DK	FF	DM	£	¥	¥/£	¥/DM	¥/FF	¥/DK	¥/DF
Belgium	(Bfr)	10.44	16.37	4.85	1.89	4.85	1.89	4.85	1.89	4.85	1.89
Denmark	(DKr)	54.24	10	8.77	2.62	1.24	2.62	1.24	2.62	1.24	2.62
France	(FFr)	12.91	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27	1.27
Germany	(DM)	20.84	3.80	3.78	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Italy	(Lira)	62.84	8.71	8.65	2.65	1	2.65	1	2.65	1	2.65
Netherlands	(Gld)	12.93	0.34	0.34	0.11	0.11	0.11	0.11	0.11	0.11	0.11
Norway	(Nkr)	13.34	3.31	3.31	0.81	0.81	0.81	0.81	0.81	0.81	0.81
Portugal	(Esc)	50.09	8.23	8.19	2.42	2.42	2.42	2.42	2.42	2.42	2.42
Spain	(Ptas)	20.33	3.78	3.78	0.95	0.95	0.95	0.95	0.95	0.95	0.95
Sweden	(Skr)	24.42	4.52	4.52	1.13	1.13	1.13	1.13	1.13	1.13	1.13
Switzerland	(Sfr)	45.36	8.96	7.43	2.19	2.19	2.19	2.19	2.19	2.19	2.19
UK	(£)	11.42	4.40	4.40	1.12	1.12	1.12	1.12	1.12	1.12	1.12
USA	(\$)	57.60	10.82	9.47	2.79	2.79	2.79	2.79	2.79	2.79	2.79
Canada	(C\$)	25.45	4.93	4.16	1.23	1.23	1.23	1.23	1.23	1.23	1.23
Japan	(¥)	35.47	8.59	8.59	1.76	1.76	1.76	1.76	1.76	1.76	1.76
Other		40.22	7.41	6.53	1.97	1.97	1.97	1.97	1.97	1.97	1.97

YEN FUTURES (¥100)

STERLING FUTURES (£100)

EUROPEAN CURRENCY UNIT RATES

PHILADELPHIA 65 6/8 OPTIONS (\$1,250 points per point)

PHILADELPHIA 65 6/8 OPTIONS (\$1,250 points per point)

PHILADELPHIA 65 6/8 OPTIONS (\$1,250 points per point)

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PHILADELPHIA 65 6/8 OPTIONS (\$1,250 points per point)

NOTICE OF EARLY REDEMPTION

To the Holders of Inversiones Internacionales CIMA, N.V.

US\$20,000,000 Guaranteed Bearer Bonds

Tranche A: US\$20,000,000 9.50 per cent

Guaranteed Bearer Bonds due August 1998

COMMODITIES AND AGRICULTURE

Shell Oil defends high production rates

By Robert Corzine

Shell Oil, the US arm of Royal Dutch/Shell, has dismissed suggestions that high production levels at its new deepwater Gulf of Mexico oil fields will lead to lower overall recovery rates.

Mr Rich Pattarozzi, president of Shell Deepwater Development, which oversees the company's operations in one of the world's hottest exploration areas, said the high production rates are the

result of "such good reservoirs." High production rates and high recovery rates were not mutually exclusive, he added. "It depends on how you manage the reservoirs."

There has been speculation in the oil industry that the high well production rates required to make expensive deepwater developments economic might result in lower overall recovery rates. It has been traditional wisdom in the industry that a low extraction rate results in a bigger proportion of reserves

eventually recovered. Wells on Shell's Mars and Auger fields have set new Gulf of Mexico volume records since the company started deepwater production in 1994.

Mr Pattarozzi said it was too early to determine the potential of the area, which has been the focus of intense exploration interest over the past year, but added that early indications were positive. "My gut feeling is that we'll continue to find new fields," he said. "I believe this is not a short-term blip."

In the early 1990s only eight to 10 companies were active in lease sales of deepwater acreage. But almost 50 companies bid in the latest round earlier this year.

Mr Pattarozzi said growing competition was likely to exacerbate the shortage of suitable drilling rigs and skilled workers needed for the deepwater developments. Such shortages had not affected Shell's ambitious plans in the area, but he expressed "concern" if rig rates continued to rise.

Shell is hoping to begin production from Mensa, its subsea natural gas development, in late June. The field, which lies in 5,300 ft of water, will set a world depth record when production begins.

Commenting on recent deals which involved the transfer of smaller deepwater discoveries to independent oil companies, Mr Pattarozzi said more transactions could be in the offing for fields "which are not big enough to register on our radar screen."

Oil slips in thin trading

MARKETS REPORT
By Gary Mead

May Day bank holidays across Europe drained liquidity from the International Petroleum Exchange. In thin trading the price of Brent crude oil on the June contract was 2 cents lower at \$18.50 late in the session.

Trading in the US gave little direction and news that the UN security council had retained its ban on Iraqi oil sales had little effect.

Base metals traded sluggishly on the London Metal Exchange, with even copper, in the spotlight for much of the week, finishing lower. The three-month contract for copper ended down \$19 at \$2,980, with the premium for cash metal narrowing slightly to 90 from the previous high of 98.

On the London Financial Futures Exchange, cocoa futures again finished lower. May lost \$3, to \$90.6 a tonne, and July shed \$9 to \$98.8 a tonne. The International Cocoa Organisation has increased by 83,000 tonnes its forecast for 1996/97 bean production, to 1.125m tonnes.

The July contract for coffee made further gains, of \$11 a tonne, to \$1,639. In Chicago wheat was lower at midday as traders took profits. The July con-

tract was down \$6 at \$4.28. It appeared little moved by the latest monthly figures from the London-based International Grains Council.

The IGC said recent weather problems in the US may not affect harvests as adversely as had been expected. Global production for coarse grains - which exclude wheat and rice - is set for a record 897m tons in 1997/98, up 8m tons on last year, it forecasts.

The projected peak for coarse grain output is matched by a forecast record for world consumption of 896m tons, against 885m last year. The IGC says China and the US will account for most of the increase.

Prospects for trade in coarse grains in 1997/98 will "again depend heavily on developments in Far East Asia, which accounts for about half of total imports," says the report, which estimates that total global trade in coarse grains next season will be 90m tons, against 88m for 1996/97.

Coarse grain carry-over stocks are expected to increase marginally, by 2m tons to 116m tons in 1996/97, with the major exporters (particularly the EU and the US) accounting for 67m tons. World trade in wheat is forecast at 94m tons, some 3m more than for 1996/97.

Randgold resurrects Syama

Employees at the Syama gold mine in Mali took matters into their own hands when management refused to consider a change in shift patterns. The workers argued that the two, 12-hour shifts were too long to bear in the sweltering West African heat.



Changes at Syama have improved production

So one day in March last year they unilaterally moved to eight-hour working.

Management responded by bringing operations gradually to a halt. The mill was shut down and keys removed from vehicles whenever they were parked.

An angry group of employees, about 25 of them, marched to the management offices to protest.

Management left the mine for three weeks. During that time nothing was broken, not one pane of glass. Nothing was stolen. Employees provided a security team to protect the property.

In October the management left for good. Broken Hill Property, Australia's biggest company, which had spent more than US\$110m bringing Syama into production and operated it since 1990, sold the mine.

Syama had never lived up to BHP's expectations and tension had developed not only between management and workforce but also between BHP and the government of Mali, a shareholder in the mine.

Randgold Resources, the international arm of Rand

gold of South Africa, paid \$88m for the mine and BHP's other assets in Mali. Then it had some explaining to do. For it was reasonable to ask how the smallest of South Africa's mining finance houses could make Syama a success when one of the world's biggest mining groups had not.

It has not been possible for Randgold to explain why it can do better than BHP without criticising the Australian group.

For example, when BHP in 1994 increased the volume of ore being mined from the open pit, it bought bigger Caterpillar haul trucks.

Capacity of the ore crushing facility was also increased but it is not possible for the new trucks to dump the ore directly into the crusher because there is not enough room. Ore has to be dumped nearby and then transported to the crusher by a loader.

Resources has already made fundamental changes at Syama. Not the least of these has involved relationships with employees. BHP would not recognise the local union. Resources does.

It introduced the eight-hour shifts that the employees had been agitating for and which had been the main cause of tension. The union agreed the eight-hour shifts would result in no extra people being employed and no extra other costs.

Employees also agreed there would be no prayer breaks during the eight-hour shift. Resources discovered, a truck driver might park in the middle of the road to go through the ritual, which takes up to 10 minutes, and cause considerable congestion. The Muslim religion calls for devotees to take five prayer breaks each day.

The new spirit of co-operation is paying off. In

January 40,000 tonnes of material a day were moved, a one-third improvement on the 30,000 tonnes typical before the new measures were implemented.

Mr John Steele, general manager at Syama, says Resources knew it could do better than BHP but has had to make radical changes.

Computerised techniques have been introduced to ensure that the average amount of gold in the ore (the grade) delivered to the mill is not erratic. This has improved gold recovery.

Blasting techniques have been improved and the open pit has been re-engineered to give it a nine-year life.

Big changes are to be made to ore processing to reduce the high metallurgical operating costs.

Resources will spend \$88m over three years on capital equipment. Mr Steele says the objective is to reduce cash operating costs, which were \$350-\$360 an ounce when BHP was in charge, to \$250 in the first 15-month phase and then to \$210. Annual output will rise from 120,000 to 210,000 ounces and then to 270,000 ounces.

There are 2.7m ounces of gold in Syama's reserves and it has 4.34m ounces of resources, but Mr Matt Mullins, Randgold's consulting geologist at Syama, says there is potential for more reserves to be found.

Kenneth Gooding

Alcan warns on pricing

By Kenneth Gooding, Mining Correspondent

Alcan of Canada, the world's second biggest aluminium group, would seriously consider restarting idled production capacity if the price of the metal went up too high and too fast.

This was made clear yesterday by Mr Jacques Bougie, Alcan president, who was in London for presentations to investors and analysts.

He insisted spikes in the price of aluminium were unhealthy for the industry as it deterred potential customers. The automotive industry, for example, was keen to use more of the lightweight material but it was worried about the violent price swings, of up to 40 per cent, seen in the past.

Alcan accounts for about 150,000 tonnes of the 800,000 tonnes of annual capacity temporarily shut down at present - most of it in the hands of big producers and most of it in North America.

Mr Bougie said Alcan would not consider reactivating capacity until industry stocks were lower than at present, when prices were "reasonable" and "we could be confident of strong demand ahead of us".

He agreed, however, that stocks were not particularly high at present, representing 10% to 11 weeks of consumption.

There was relatively little new capacity scheduled to come into operation in 1997 and 1998 - about 800,000 tonnes a year - and the industry needed all the 2.3m tonnes Russia was exporting every year to meet demand.

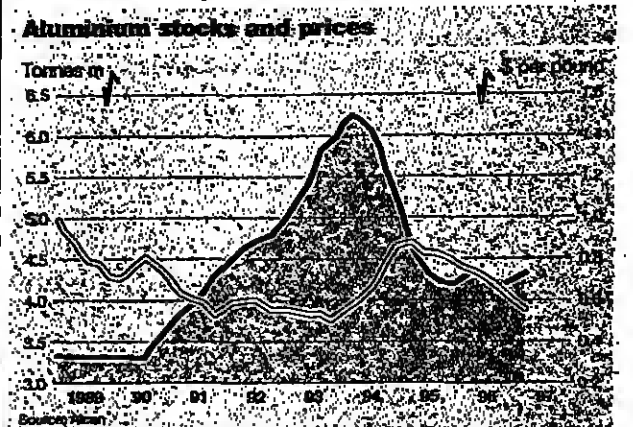
Alcan is forecasting western world demand this year will grow by 3 per cent. It estimates that in 1996 demand fell for the first time in 14 years, by 0.5m to 23.9m tonnes, three-quarters of which was supplied by primary metal and the rest from recycled aluminium.

Mr Bougie admitted the forecast was conservative, given that first-quarter demand was up by 10 per cent and, as far as Alcan was concerned, had continued to be very strong in April.

Further growth in demand was expected until 2000, taking the annual average in the 1990s to between 3 per cent and 4 per cent.

Alcan recently announced a \$350m expansion of its rolling operations in Brazil and other projects under consideration include a \$1bn smelter at Alma, Quebec, which would be the group's biggest, with annual capacity of 370,000 tonnes, as well as a new bauxite mine in Australia.

Also, the group might be involved in a joint venture in China to build a combined smelter and power station complex.



COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Prices from Amalgamated Metal Trading)

■ ALUMINIUM, 99.7 PURITY (\$ per tonne)

Cash 3 months

Close 1567.98 1608.27

Previous 1608.5-08.5 1635-36

High/Low 1649/1622

AM Official 1598.98 1635.5-26.5

Karb close 1620.29

Open int. 275,174

Total daily turnover 67,495

■ ALUMINIUM ALLOY (\$ per tonne)

Close 1475-80 1500-505

Previous 1475-80 1503-08

High/Low 1475-80 1517/1500

AM Official 1475-80 1500-505

Karb close 1475-80 1505-10

Open int. 5,510

Total daily turnover 1,507

■ LEAD (\$ per tonne)

Close 615.5-16.5 626.5-7.5

Previous 605.5-16.5 618-20

High/Low 605.5-16.5 626.5-7.5

AM Official 615.5-17.0 627-27.5

Karb close 615.5-17.0 625-27

Open int. 36,065

Total daily turnover 8,844

■ NICKEL (\$ per tonne)

Close 7210-20 7320-30

Previous 7205-10 7320-30

High/Low 7265/7255 7400/7310

AM Official 7225-30 7320-35

Karb close 7225-30 7340-50

Open int. 49,211

Total daily turnover 15,077

■ TIN (\$ per tonne)

Close 5690-60 5700-705

Previous 5690-60 5690-85

High/Low 5710/5690 5710/5690

AM Official 5645-55 5690-700

Karb close 5645-55 5710-15

Open int. 16,676

Total daily turnover 3,422

■ ZINC, special high grade (\$ per tonne)

Close 1248-50 1271-72

Previous 1244.5-45.5 1269-86.5

High/Low 1277/1257 1289-70

AM Official 1248-46.5 1270-71

Karb close 1248-46.5 1270-71

Open int. 86,313

Total daily turnover 16,938

Precious Metals continued

■ GOLD COMEX (100 Troy oz; \$/troy oz)

Sett. Day's

price change High Low Vol. Open

May 340.4 +0.4 -

Jun 341.7 +0.5 342.0 341.0 22,228 341.0

Jul 341.7 +0.6 342.5 342.0 15,108 341.0

Aug 341.7 +0.6 342.5 342.0 129 6,311

Sep 341.7 +0.6 342.5 342.0 1,416 21,330

Oct 322.4 +0.6 322.9 322.9 47 4,644

Nov 322.4 +0.6 322.9 322.9 386 7,780

Dec 322.4 +0.6 322.9 322.9 25,882 16,545

Total 25,882 16,545

■ PLATINUM NYMEX (50 Troy oz; \$/troy oz)

Sett. Day's

price change High Low Vol. Open

May 374.1 +3.5 374.6 374.5 2,040 12,842

Jun 374.1 +3.5 374.6 374.5 6 2,871

Jul 374.1 +3.5 374.6 374.5 1 1,180

Aug 374.1 +3.5 374.6 374.5 2 14

Sep 374.1 +3.5 374.6 374.5 2,961 17,007

Oct 374.1 +3.5 374.6 374.5 14 2,683

Nov 374.1 +3.5 374.6 374.5 61 8,794

Dec 374.1 +3.5 374.6 374.5 375 6,541

Total 2,118 16,176

■ SILVER COMEX (5,000 Troy oz; \$/troy oz)

Sett. Day's

price change High Low Vol. Open

May 472.4 +7.7 475.5 483.0 3,009 2,843

Jun 472.4 +7.7 480.0 487.0 19,537 2,234

Jul 472.4 +7.7 480.0 487.0 381 5,651

Aug 472.4 +7.7 480.0 487.0 345 6,564

Sep 472.4 +7.7 480.0 487.0 375 6,541

Oct 472.4 +7.7 480.0 487.0 375 6,541

Nov 472.4 +7.7 480.0 487.0 375 6,541

Dec 472.4 +7.7 480.0 487.0 375 6,541

Total 2,118 16,176

■ CRUDE OIL NYMEX (1,000 barrels; \$/barrel)

Sett. Day's

price change High Low Vol. Open

May 18.52 +0.01 18.53 18.52 5,476 100A

Jun 18.52 +0.01 18.53 18.52 5,476 100A

Jul 18.52 +0.01 18.53 18.52 5,476 100A

Aug 18.52 +0.01 18.53 18.52 5,476 100A

Sep 18.52 +0.01 18.53 18.52 5,476 100A

Oct 18.52 +0.01 18.53 18.52 5,476 100A

Nov 18.52 +0.01 18.53 18.52 5,476 100A

Dec 18.52 +0.01 18.53 18.52 5,476 100A

Total 2,118 16,176

■ CRUDE OIL IPE (\$/barrel)

Sett. Day's

price change High Low Vol. Open

GRAINS AND OIL SEEDS

■ WHEAT LFFE (\$ per tonne)

Sett. Day's

price change High Low Vol. Open

May 93.25 +0.10 93.25 93.25 26 507

Jun 93.25 +0.10 93.25 93.25 122 1,325

Jul 93.25 +0.10 93.25 93.25 51

Aug 93.25 +0.10 93.25 93.25 186 3,363

Sep 93.25 +0.10 93.25 93.25 43 1,102

Oct 93.25 +0.10 93.25 93.25 15 628

Nov 93.25 +0.10 93.25 93.25 386 7,780

Dec 93.25 +0.10 93.25 93.25 25,882 16,545

Total 25,882 16,545

■ WHEAT CBT (50,000 bu; \$/50,000 bu)

Sett. Day's

price change High Low Vol. Open

May 41.00 +0.01 41.00 41.00 1,005 1,746

Jun 41.00 +0.01 41.00 41.00 15,359 5,281

Jul 41.00 +0.01 41.00 41.00 1,517 13,380

Aug 41.00 +0.01 41.00 41.00 2,082 14,728

Sep 41.00 +0.01 41.00 41.00 25 942

Oct 41.00 +0.01 41.00 41.00 15 628

Nov 41.00 +0.01 41.00 41.00 386 7,780

Dec 41.00 +0.01 41.00 41.00 25,882 16,545

Total 25,882 16,545

■ MAIZE CBT (50,000 bu; \$/50,000 bu)

Sett. Day's

price change High Low Vol. Open

May 29.50 +0.01 29.50 29.50 27,307

Jun 29.50 +0.01 29.50 29.50 15,359 5,281

Jul 29.50 +0.01 29.50 29.50 1,517 13,380

Aug 29.50 +0.01 29.50 29.50 2,082 14,728

Sep 29.50 +0.01 29.50 29.50 25 942

Oct 29.50 +0.01 29.50 29.50 15 628

Nov 29.50 +0.01 29.50 29.50 386 7,780

FT MANAGED FUNDS SERVICE

هكذا من الأهل

APARTMENT TRUSTS - Cont.

Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100
Model	Year	1978	1979																																																																																																																									

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Albany	NY	1990	20,000	10.0	2,000
Albany	NY	2000	22,000	10.0	2,200
Albany	NY	2010	24,000	10.0	2,400
Albany	NY	2020	26,000	10.0	2,600
Albany	NY	2030	28,000	10.0	2,800
Albany	NY	2040	30,000	10.0	3,000
Albany	NY	2050	32,000	10.0	3,200
Albany	NY	2060	34,000	10.0	3,400
Albany	NY	2070	36,000	10.0	3,600
Albany	NY	2080	38,000	10.0	3,800
Albany	NY	2090	40,000	10.0	4,000
Albany	NY	2100	42,000	10.0	4,200
Albany	NY	2110	44,000	10.0	4,400
Albany	NY	2120	46,000	10.0	4,600
Albany	NY	2130	48,000	10.0	4,800
Albany	NY	2140	50,000	10.0	5,000
Albany	NY	2150	52,000	10.0	5,200
Albany	NY	2160	54,000	10.0	5,400
Albany	NY	2170	56,000	10.0	5,600
Albany	NY	2180	58,000	10.0	5,800
Albany	NY	2190	60,000	10.0	6,000
Albany	NY	2200	62,000	10.0	6,200
Albany	NY	2210	64,000	10.0	6,400
Albany	NY	2220	66,000	10.0	6,600
Albany	NY	2230	68,000	10.0	6,800
Albany	NY	2240	70,000	10.0	7,000
Albany	NY	2250	72,000	10.0	7,200
Albany	NY	2260	74,000	10.0	7,400
Albany	NY	2270	76,000	10.0	7,600
Albany	NY	2280	78,000	10.0	7,800
Albany	NY	2290	80,000	10.0	8,000
Albany	NY	2300	82,000	10.0	8,200
Albany	NY	2310	84,000	10.0	8,400
Albany	NY	2320	86,000	10.0	8,600
Albany	NY	2330	88,000	10.0	8,800
Albany	NY	2340	90,000	10.0	9,000
Albany	NY	2350	92,000	10.0	9,200
Albany	NY	2360	94,000	10.0	9,400
Albany	NY	2370	96,000	10.0	9,600
Albany	NY	2380	98,000	10.0	9,800
Albany	NY	2390	100,000	10.0	10,000
Albany	NY	2400	102,000	10.0	10,200
Albany	NY	2410	104,000	10.0	10,400
Albany	NY	2420	106,000	10.0	10,600
Albany	NY	2430	108,000	10.0	10,800
Albany	NY	2440	110,000	10.0	11,000
Albany	NY	2450	112,000	10.0	11,200
Albany	NY	2460	114,000	10.0	11,400
Albany	NY	2470	116,000	10.0	11,600
Albany	NY	2480	118,000	10.0	11,800
Albany	NY	2490	120,000	10.0	12,000
Albany	NY	2500	122,000	10.0	12,200
Albany	NY	2510	124,000	10.0	12,400
Albany	NY	2520	126,000	10.0	12,600
Albany	NY	2530	128,000	10.0	12,800
Albany	NY	2540	130,000	10.0	13,000
Albany	NY	2550	132,000	10.0	13,200
Albany	NY	2560	134,000	10.0	13,400
Albany	NY	2570	136,000	10.0	13,600
Albany	NY	2580	138,000	10.0	13,800
Albany	NY	2590	140,000	10.0	14,000
Albany	NY	2600	142,000	10.0	14,200
Albany	NY	2610	144,000	10.0	14,400
Albany	NY	2620	146,000	10.0	14,600
Albany	NY	2630	148,000	10.0	14,800
Albany	NY	2640	150,000	10.0	15,000
Albany	NY	2650	152,000	10.0	15,200
Albany	NY	2660	154,000	10.0	15,400
Albany	NY	2670	156,000	10.0	15,600
Albany	NY	2680	158,000	10.0	15,800
Albany	NY	2690	160,000	10.0	16,000
Albany	NY	2700	162,000	10.0	16,200
Albany	NY	2710	164,000	10.0	16,400
Albany	NY	2720	166,000	10.0	16,600
Albany	NY	2730	168,000	10.0	16,800
Albany	NY	2740	170,000	10.0	17,000
Albany	NY	2750	172,000	10.0	17,200
Albany	NY	2760	174,000	10.0	17,400
Albany	NY	2770	176,000	10.0	17,600
Albany	NY	2780	178,000	10.0	17,800
Albany	NY	2790	180,000	10.0	18,000
Albany	NY	2800	182,000	10.0	18,200
Albany	NY	2810	184,000	10.0	18,400
Albany	NY	2820	186,000	10.0	18,600
Albany	NY	2830	188,000	10.0	18,800
Albany	NY	2840	190,000	10.0	19,000
Albany	NY	2850	192,000	10.0	19,200
Albany	NY	2860	194,000	10.0	19,400
Albany	NY	2870	196,000	10.0	19,600
Albany	NY	2880	198,000	10.0	19,800
Albany	NY	2890	200,000	10.0	20,000
Albany	NY	2900	202,000	10.0	20,200
Albany	NY	2910	204,000	10.0	20,400
Albany	NY	2920	206,000	10.0	20,600
Albany	NY	2930	208,000	10.0	20,800
Albany	NY	2940	210,000	10.0	21,000
Albany	NY	2950	212,000	10.0	21,200
Albany	NY	2960	214,000	10.0	21,400
Albany	NY	2970	216,000	10.0	21,600
Albany	NY	2980	218,000	10.0	21,800
Albany	NY	2990	220,000	10.0	22,000
Albany	NY	3000	222,000	10.0	22,200
Albany	NY	3010	224,000	10.0	22,400
Albany	NY	3020	226,000	10.0	22,600
Albany	NY	3030	228,000	10.0	22,800
Albany	NY	3040	230,000	10.0	23,000
Albany	NY	3050	232,000	10.0	23,200
Albany	NY	3060	234,000	10.0	23,400
Albany	NY	3070	236,000	10.0	23,600
Albany	NY	3080	238,000	10.0	23,800
Albany	NY	3090	240,000	10.0	24,000
Albany	NY	3100	242,000	10.0	24,200
Albany	NY	3110	244,000	10.0	24,400
Albany	NY	3120	246,000	10.0	24,600
Albany	NY	3130	248,000	10.0	24,800
Albany	NY	3140	250,000	10.0	25,000
Albany	NY	3150	252,000	10.0	25,200
Albany	NY	3160	254,000	10.0	25,400
Albany	NY	3170	256,000	10.0	25,600
Albany	NY	3180	258,000	10.0	25,800
Albany	NY	3190	260,000	10.0	26,000
Albany	NY	3200	262,000	10.0	26,200
Albany	NY	3210	264,000	10.0	26,400
Albany	NY	3220	266,000	10.0	26,600
Albany	NY	3230	268,000	10.0	26,800
Albany	NY	3240	270,000	10.0	27,000
Albany	NY	3250	272,000	10.0	27,200
Albany	NY	3260	274,000	10.0	27,400
Albany	NY	3270	276,000	10.0	27,600
Albany	NY	3280	278,000	10.0	27,800
Albany	NY	3290	280,000	10.0	28,000
Albany	NY	3300	282,000	10.0	28,200
Albany	NY	3310	284,000	10.0	28,400
Albany	NY	3320	286,000	10.0	28,600
Albany	NY	3330	288,000	10.0	28,800
Albany	NY	3340	290,000	10.0	29,000
Albany	NY	3350	292,000	10.0	29,200
Albany	NY	3360	294,000	10.0	29,400
Albany	NY	3370	296,000	10.0	29,600
Albany	NY	3380	298,000	10.0	29,800
Albany	NY	3390	300,000	10.0	30,000
Albany	NY	3400	302,000	10.0	30,200
Albany	NY	3410	304,000	10.0	30,400
Albany	NY	3420	306,000	10.0	30,600
Albany	NY	3430	308,000	10.0	30,800
Albany	NY	3440	310,000	10.0	31,000
Albany	NY	3450	312,000	10.0	31,200
Albany	NY	3460	314,000	10.0	31,400
Albany	NY	3470	316,000	10.0	31,600
Albany	NY	3480	318,000	10.0	31,800
Albany	NY	3490	320,000	10.0	32,000
Albany	NY	3500	322,000	10.0	32,200
Albany	NY	3510	324,000	10.0	32,400
Albany	NY	3520	326,000	10.0	32,600
Albany	NY	3530	328,000	10.0	32,800
Albany	NY	3540	330,000	10.0	33,000
Albany	NY	3550	332,000	10.0	33,200
Albany	NY	3560	334,000	10.0	33,400
Albany	NY	3570	336,000	10.0	33,600
Albany	NY	3580	338,000	10.0	33,800
Albany	NY	3590	340,000	10.0	34,000
Albany	NY	3600	342,000	10.0	34,200
Albany	NY	3610	344,000	10.0	34,400
Albany	NY	3620	346,000	10.0	34,600
Albany	NY	3630	348,000	10.0	34,800
Albany	NY	3640	350,000	10.0	35,000
Albany	NY	3650	352,000	10.0	35,200
Albany	NY	3660	354,000	10.0	35,400
Albany	NY	3670	356,000	10.0	35,600
Albany	NY	3680	358,000	10.0	35,800
Albany	NY	3690	360,000	10.0	36,000
Albany	NY	3700	362,000	10.0	36,200
Albany	NY	3710	364,000	10.0	36,400
Albany	NY	3720	366,000	10.0	36,600
Albany	NY	3730	368,000	10.0	36,800
Albany	NY	3740	370,000	10.0	37,000
Albany	NY	3750	372,000	10.0	37,200
Albany	NY	3760	374,000	10.0	37,400
Albany	NY	3770	376,000	10.0	37,600
Albany	NY	3780	378,000	10.0	37,800
Albany	NY	3790	380,000	10.0	38,000
Albany	NY	3800	382,000	10.0	38,200
Albany	NY	3810	384,000	10.0	38,400
Albany	NY	3820	386,000	10.0	38,600
Albany	NY	3830	388,000	10.0	38,800
Albany	NY	3840	390,000	10.0	39,000
Albany	NY	3850	392,000	10.0	39,200
Albany	NY	3860	394,000	10.0	39,400
Albany	NY	3870	396,000	10.0	39,600
Albany	NY	3880	398,000	10.0	39,800
Albany	NY	3890	400,000	10.0	40,000
Albany	NY	3900	402,000	10.0	40,200
Albany	NY	3910	404,000	10.0	40,400
Albany	NY	3920	406,000	10.0	40,600
Albany	NY	3930	408,000	10.0	40,800
Albany	NY	3940	410,000	10.0	41,000
Albany	NY	3950	412,000	10.0	41,200
Albany	NY	3960	414,000	10.0	41,400
Albany	NY	3970	416,000	10.0	41,600
Albany	NY	3980	418,000	10.0	41,800
Albany	NY	3990	420,000	10.0	42,000
Albany	NY	4000	422,000	10.0	42,200
Albany	NY	4010	424,000	10.0	42,400
Albany	NY	4020	426,000	10.0	42,600
Albany	NY	4030	428,000	10.0	42,800
Albany	NY	4040	430,000	10.0	43,000
Albany	NY	4050	432,000	10.0	43,200
Albany	NY	4060	434,000	10.0	43,400
Albany	NY	4070	436,000	10.0	43,600
Albany	NY	4080	438,000	10.0	43,800
Albany	NY	4090	440,000	10.0	44,000
Albany	NY				

Prepaid Income _____
 Withdrawals _____

Country	Year	Value	Unit
Algeria	1980	10.0	1000
Algeria	1981	10.0	1000
Algeria	1982	10.0	1000
Algeria	1983	10.0	1000
Algeria	1984	10.0	1000
Algeria	1985	10.0	1000
Algeria	1986	10.0	1000
Algeria	1987	10.0	1000
Algeria	1988	10.0	1000
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Algeria	2014	10.0	1000
Algeria	2015	10.0	1000
Algeria	2016	10.0	1000
Algeria	2017	10.0	1000
Algeria	2018	10.0	1000
Algeria	2019	10.0	1000
Algeria	2020	10.0	1000
Algeria	2021	10.0	1000
Algeria	2022	10.0	1000
Algeria	2023	10.0	1000
Algeria	2024	10.0	1000
Algeria	2025	10.0	1000
Algeria	2026	10.0	1000
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Algeria	2061	10.0	1000
Algeria	2062	10.0	1000
Algeria	2063	10.0	1000
Algeria	2064	10.0	1000
Algeria	2065	10.0	1000
Algeria	2066	10.0	1000
Algeria	2067	10.0	1000

Shaver & Frost AM	70	104
Warrant	42	70

[illegible]

as a guide only. See guide to London Shore Service.

[illegible]

Marketing Department	671	--	641
Zero Div Prod	671	--	641

[illegible]

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Century Capital	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1
Century Capital	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1
Century Capital	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1
Century Capital	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1
Century Capital	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1
Century Capital	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1
Century Capital	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1
Century Capital	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852	1851	1850	1849	1848	1847	1846	1845	1844	1843	1842	1841	1840	1839	1838	1837	1836	1835	1
Century Capital	1987	1986	1985	1984	1983	1982	1981	1980	1979	1978	1977	1976	1975	1974	1973	1972	1971	1970	1969	1968	1967	1966	1965	1964	1963	1962	1961	1960	1959	1958	1957	1956	1955	1954	1953	1952	1951	1950	1949	1948	1947	1946	1945	1944	1943	1942	1941	1940	1939	1938	1937	1936	1935	1934	1933	1932	1931	1930	1929	1928	1927	1926	1925	1924	1923	1922	1921	1920	1919	1918	1917	1916	1915	1914	1913	1912	1911	1910	1909	1908	1907	1906	1905	1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890	1889	1888	1887	1886	1885	1884	1883	1882	1881	1880	1879	1878	1877	1876	1875	1874	1873	1872	1871	1870	1869	1868	1867	1866	1865	1864	1863	1862	1861	1860	1859	1858	1857	1856	1855	1854	1853	1852																		

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LONDON STOCK EXCHANGE

Footsie hits closing record on polling day

MARKET REPORT

By Steve Thompson,
UK Stock Market Editor

The FTSE 100 index ended what many in the market regarded as its last trading session under a Conservative government for five years, standing proudly at a new closing high of 4,444.6, up 9.0 on the session.

There were no shocks to the stock market's system yesterday, with trading predictably restrained as traders awaited the first results of the general election.

And business was further restricted by the closure of most

of the European stock markets for the May Day holiday.

Unlike the past few sessions there was no really dangerous economic news from the US to unsettle London shares.

Other indices were equally subdued, but also made modest progress. The FTSE 250 ended the session 3.4 up at 4,502.1, while the SmallCap index nudged higher, finishing 0.9 firmer at 2,266.3.

London's last-minute advance to a new closing peak was all the more impressive given that Wall Street fell back below the 7,000 mark not long after the opening yesterday, when the Dow Jones Industrial Average posted a 60-point loss.

Dealers said the stock market's performance reflected the belief that the election would see the return of a Labour government with a comfortable working majority.

"The last thing the market wants at this stage is a hung parliament, which would bring another 12 months of uncertainty, followed by another election; we're happy with New Labour if it holds its manifesto pledges," said one senior market-maker.

Another said London was in something of a holiday mood, with blue skies adding to the general good feeling. There was no real reaction to a late slippage in

gilt, which finished 5 to 9 ticks higher in the wake of a small sell-off in sterling towards the close.

Others were by no means bullish, pointing to the potential for any bad news on the economy to be instantly thrown into the market by a new chancellor. The next scheduled meeting between the chancellor of the exchequer and the governor of the Bank of England is on Wednesday; a rumour in the market late yesterday suggested the meeting would not take place.

It was also pointed out that a long holiday weekend to ponder the election result, and the prospect of a tough end-June/early

July mini-budget would give UK fund managers plenty of time to consider booking profits.

In its last pre-election note, the UK strategy team at BZW said: "The prospect of a solid Labour win holds few fears and is essentially discounted. The likely reaction will be governed by the size of the majority with the Labour likely to react least positively if Labour only squeaks home."

Turnover in the market was surprisingly vigorous, given that it was polling day. At 6pm, turnover was 748.3m shares, well down on levels earlier this week. There was concentrated action in the utilities, especially National Grid, Centrica and BT.



Indices and ratios					
FTSE 100	4445.0	+9.0	FTSE 30	2802.7	+4.3
FTSE 250	4502.1	+3.4	FTSE Non-Fin p/e	18.37	18.81
FTSE 350	2172.5	+3.8	FTSE 100 Div Yld	4.61	4.60
FTSE All-Share	2188.89	+3.56	10 yr gilt yield	7.45	7.48
FTSE All-Share yield	3.58	3.59	Long gilt/equity yld ratio	2.10	2.10

Best performing sectors		Worst performing sectors	
1. Life Assurance	+2.3	1. Alcoholic Beverages	-1.0
2. Gas Distribution	+1.3	2. Tobacco	-0.7
3. Engineering: Vehicles	+1.1	3. Pharmaceuticals	-0.5
4. Retailers: General	+1.1	4. Diversified Inds	-0.5
5. Extractive Inds	+1.1	5. Paper: Pctg & Print	-0.5

FUTURES AND OPTIONS

FTSE 100 INDEX FUTURES (LFFE) 250 per full index point									
Jun	4455.0	4451.0	+1.0	4477.0	4445.0	-7.0	4450.0	4450.0	0
Sep	4457.0	4453.0	+1.0	4487.0	4478.0	-5.0	4450.0	4450.0	0
Dec	4458.0	4454.0	+1.0	4490.0	4480.0	-10.0	4450.0	4450.0	0

FTSE 250 INDEX FUTURES (LFFE) 210 per full index point									
Jun	4500.0	4500.0	0	4500.0	4500.0	0	4500.0	4500.0	0
Sep	4500.0	4500.0	0	4500.0	4500.0	0	4500.0	4500.0	0
Dec	4500.0	4500.0	0	4500.0	4500.0	0	4500.0	4500.0	0

FTSE 100 INDEX OPTION (LFFE) 4445.0 210 per full index point									
Call	4450.0	4450.0	0	4450.0	4450.0	0	4450.0	4450.0	0
Put	4450.0	4450.0	0	4450.0	4450.0	0	4450.0	4450.0	0

EURO STYLE FTSE 100 INDEX OPTION (LFFE) 210 per full index point									
Call	4450.0	4450.0	0	4450.0	4450.0	0	4450.0	4450.0	0
Put	4450.0	4450.0	0	4450.0	4450.0	0	4450.0	4450.0	0

1. Long call; 2. Long put; 3. Long call; 4. Long put; 5. Long call; 6. Long put; 7. Long call; 8. Long put; 9. Long call; 10. Long put.

Grid stake sold

By Peter John and
Joel Kibazo

National Grid was the most heavily traded stock among the main London indices as a broker sold a 1 per cent stake in the company.

Dealers said USB took on 16m shares at 220p and sold them on for the same price in a commission-only deal. The double counting system pushed the day's total recorded on Seaq to 34m.

There were theories that the stake sale might have represented part of the unwinding of the Olayan stake. A year ago Hanson sold 12.5 per cent to HSCB James Capel, which then hedged the market risk by selling the shares to Crescent Holdings, part of Olayan, an Athens-based investment company.

However, it appeared later that PowerGen, which on the latest available shareholder registers still retained 16.5m from its failed attempt to acquire Midland Electricity, had been buying its portfolio. The shares are believed to have been bought by an institutional fund for investment purposes.

The seller was disposing of the stake very close to the peak and might have been concerned about a windfall tax under an incoming Labour administration. However, Merrill Lynch

recommends the shares arguing that any windfall tax will be based on a company's surplus and what surplus Grid had was handed back on flotation. Grid shares ended the day a penny higher at 224p.

Alliance & Leicester, the newly floated bank, firmed a penny to 57p.

But a late story that the big share buyer of recent days is an investment management group could affect the stock.

Analysts have been unhappy with A&L's fundamental value but have seen it as a prime bid candidate. Yesterday Citywatch, a research house that specialises in analysing the ownership of UK companies, said Mercury Asset Management had acquired 6.26 per cent. If MAM has bought the shares it is more likely to have taken them for investment purposes than as a prelude to any takeover. MAM would not comment late yesterday.

Life insurer Legal & General resumed its upward march, topping the list of Footsie performers with a rise of 18 to 432p, a new closing peak and just below the intra-day peak reached earlier in the week.

Investors were still struggling to attain an overweight position in the sector ahead of the flotation of Norwich Union in June. For the same reason, Prudential Corporation gained 15 1/2 to 610p. There was additional support from Lehman Brothers, which recommended the shares as a "buy" and reiterated a year-end price target of 700p.

Lehman returned from a meeting with the company to argue that it would deliver "superior returns to shareholders in the short and long-term".

Nevertheless, some brokers are beginning to feel that the stock is now fairly valued. A&N Moore Hoare Govett was preparing a "sell" note on the stock last night.

Among the composites, Commercial Union rose 20 to 702p, General Accident 17 to 897p, and Guardian Royal Exchange 7 1/2 to 284p. However, Royal Sun Alliance shed 4 1/2 to 484p as SBC Warburg turned more cautious.

Home improvement products retailer Wickes rose sharply after it posted a healthy trading update.

Speaking at the group's annual meeting, the chairman said like-for-like sales in the 17 weeks to April 25

were up 14 per cent while total sales, including new store space, was up 20 per cent. The news pleased the market and the shares jumped 12 1/2 to 178p.

Last year, Wickes was hit by widespread internal accounting discrepancies that led to a boardroom shake-out and substantial profit write-offs. Yesterday the group said returning to profitability remained the paramount objective.

The positive news from Wickes sparked buying interest in retail stocks with DIY operations.

Shares in Kingfisher, owner of the B&Q chain, gained 23 to 691p, while those in Boots, owner of Do-It-All, improved 9 1/2 to 701p. J Sainsbury, the food retailer and owner of the Homebase chain, closed 2 up at 333p.

One market specialist said:

"People have taken a look at these DIY-related stocks and found them to be cheap."

Incapac, the vehicle distributor appreciated 11 to 255p, after NatWest Securities recommended the stock. British Steel retreated after US investors, recent supporters of the stock, turned sellers overnight.

Goldman Sachs, the US investment bank, was said to have had the overnight ADR sellers which, in turn, prompted a sharp decline in the stock when the London market opened.

At the day's worst the shares were down 7 but bargain-hunting at the lower levels helped them end the session just 3/4 off at 139p, the worst performer in the FTSE 100.

The prospect of a bidding war for APV, which yesterday announced it had received a second approach, saw the shares gain 5 to 56p.

Market speculation pointed to German group GEA as the second bidder for the UK group while FMC of the US is believed to have made the first offer.

P&O, the transport and property group, rose 9 1/2 to 610p, after it said Kuwait had paid \$5.7m for a 50 per cent stake in P&O Travel (Hong Kong), in a joint venture to exploit the Asian market.

Glaxo Wellcome slipped 18 1/2 to £11.95p ahead of a research and development briefing for UK analysts today and after setting a new peak in the week.

Shell Transport fell 8 to £10.20p on disappointment over first-quarter profits and a cautious statement.

Reuters Holdings jumped 25 to 659p after upbeat comment after a series of presentations to analysts and fund managers in New York.

A profits warning from Bernard Matthews, the food

manufacturer, left the shares trailing 12 1/2 to 12p.

Musical instrument-maker and publisher Boosey & Hawes rose 15 to 882p following news that shareholder Cliff Fischer had put its 45.3 per cent stake up for sale. Celltech Group spiked 25 higher to 580p after the biotech company said Bayer, its German partner, was confident about a new septic shock treatment that it plans to launch next year.

Analysts forecast Celltech's share price could rise above 750p if the trial was successful.

Cable-laying firm Utility Cable fell 5 1/2 to 124p after the company gave a profits warning, when announcing interim results.

FTSE 100 INDEX FUTURES (LFFE) 250 per full index point

FTSE 250 INDEX FUTURES (LFFE) 210 per full index point

FTSE 100 INDEX OPTION (LFFE) 4445.0 210 per full index point

EURO STYLE FTSE 100 INDEX OPTION (LFFE) 210 per full index point

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Highs & Lows shown on a 52 week basis

WORLD STOCK MARKETS

EUROPE

AUSTRIA (Apr 30 / Fri)

Stock	High	Low	Open	Close
ATX	1,210.00	1,200.00	1,205.00	1,205.00
ATX 100	1,210.00	1,200.00	1,205.00	1,205.00

BELGIUM (Apr 30 / Fri)

Stock	High	Low	Open	Close
BRX	3,450.00	3,400.00	3,420.00	3,420.00
BRX 100	3,450.00	3,400.00	3,420.00	3,420.00

GERMANY (Apr 30 / Fri)

Stock	High	Low	Open	Close
DAX	3,450.00	3,400.00	3,420.00	3,420.00
DAX 100	3,450.00	3,400.00	3,420.00	3,420.00

FRANCE (Apr 30 / Fri)

Stock	High	Low	Open	Close
CAC	3,450.00	3,400.00	3,420.00	3,420.00
CAC 100	3,450.00	3,400.00	3,420.00	3,420.00

NETHERLANDS (May 1 / Fri)

Stock	High	Low	Open	Close
AEX	3,450.00	3,400.00	3,420.00	3,420.00
AEX 100	3,450.00	3,400.00	3,420.00	3,420.00

FINLAND (Apr 30 / Fri)

Stock	High	Low	Open	Close
HEX	3,450.00	3,400.00	3,420.00	3,420.00
HEX 100	3,450.00	3,400.00	3,420.00	3,420.00

IRELAND (Apr 30 / Fri)

Stock	High	Low	Open	Close
ISEQ	3,450.00	3,400.00	3,420.00	3,420.00
ISEQ 100	3,450.00	3,400.00	3,420.00	3,420.00

ITALY (Apr 30 / Fri)

Stock	High	Low	Open	Close
FTSE	3,450.00	3,400.00	3,420.00	3,420.00
FTSE 100	3,450.00	3,400.00	3,420.00	3,420.00

PORTUGAL (Apr 30 / Fri)

Stock	High	Low	Open	Close
BVL	3,450.00	3,400.00	3,420.00	3,420.00
BVL 100	3,450.00	3,400.00	3,420.00	3,420.00

SPAIN (Apr 30 / Fri)

Stock	High	Low	Open	Close
IBEX	3,450.00	3,400.00	3,420.00	3,420.00
IBEX 100	3,450.00	3,400.00	3,420.00	3,420.00

SWEDEN (Apr 30 / Fri)

Stock	High	Low	Open	Close
OMX	3,450.00	3,400.00	3,420.00	3,420.00
OMX 100	3,450.00	3,400.00	3,420.00	3,420.00

SWITZERLAND (Apr 30 / Fri)

Stock	High	Low	Open	Close
SMI	3,450.00	3,400.00	3,420.00	3,420.00
SMI 100	3,450.00	3,400.00	3,420.00	3,420.00

UNITED KINGDOM (Apr 30 / Fri)

Stock	High	Low	Open	Close
FTSE	3,450.00	3,400.00	3,420.00	3,420.00
FTSE 100	3,450.00	3,400.00	3,420.00	3,420.00

UNITED STATES (Apr 30 / Fri)

Stock	High	Low	Open	Close
DOW	3,450.00	3,400.00	3,420.00	3,420.00
DOW 100	3,450.00	3,400.00	3,420.00	3,420.00

WEST GERMANY (Apr 30 / Fri)

Stock	High	Low	Open	Close
MDAX	3,450.00	3,400.00	3,420.00	3,420.00
MDAX 100	3,450.00	3,400.00	3,420.00	3,420.00

YUGOSLAVIA (Apr 30 / Fri)

Stock	High	Low	Open	Close
BELEX	3,450.00	3,400.00	3,420.00	3,420.00
BELEX 100	3,450.00	3,400.00	3,420.00	3,420.00

NETHERLANDS (May 1 / Fri)

Stock	High	Low	Open	Close
AEX	3,450.00	3,400.00	3,420.00	3,420.00
AEX 100	3,450.00	3,400.00	3,420.00	3,420.00

FINLAND (Apr 30 / Fri)

Stock	High	Low	Open	Close
HEX	3,450.00	3,400.00	3,420.00	3,420.00
HEX 100	3,450.00	3,400.00	3,420.00	3,420.00

IRELAND (Apr 30 / Fri)

Stock	High	Low	Open	Close
ISEQ	3,450.00	3,400.00	3,420.00	3,420.00
ISEQ 100	3,450.00	3,400.00	3,420.00	3,420.00

ITALY (Apr 30 / Fri)

Stock	High	Low	Open	Close
FTSE	3,450.00	3,400.00	3,420.00	3,420.00
FTSE 100	3,450.00	3,400.00	3,420.00	3,420.00

PORTUGAL (Apr 30 / Fri)

Stock	High	Low	Open	Close
BVL	3,450.00	3,400.00	3,420.00	3,420.00
BVL 100	3,450.00	3,400.00	3,420.00	3,420.00

SWEDEN (Apr 30 / Fri)

Stock	High	Low	Open	Close
OMX	3,450.00	3,400.00	3,420.00	3,420.00
OMX 100	3,450.00	3,400.00	3,420.00	3,420.00

SWITZERLAND (Apr 30 / Fri)

Stock	High	Low	Open	Close
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SMI 100	3,450.00	3,400.00	3,420.00	3,420.00

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FTSE 100	3,450.00	3,400.00	3,420.00	3,420.00

UNITED STATES (Apr 30 / Fri)

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DOW 100	3,450.00	3,400.00	3,420.00	3,420.00

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ITALY (Apr 30 / Fri)

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FTSE	3,450.00	3,400.00	3,420.00	3,420.00
FTSE 100	3,450.00	3,400.00	3,420.00	3,420.00

PORTUGAL (Apr 30 / Fri)

Stock	High	Low	Open	Close
BVL	3,450.00	3,400.00	3,420.00	3,420.00
BVL 100	3,450.00	3,400.00	3,420.00	3,420.00

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INDICES

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Dow fails to follow bond improvement

Spanish investors catch the fiesta mood

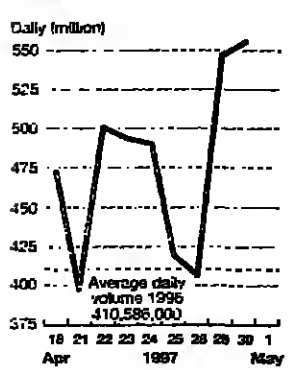
Tom Burns explains why the Madrid stock market has been hitting a string of new highs

AMERICAS

Technology stocks in the US saw sharp gains but blue chips weakened as investors took profits after the strong rally of the previous three days, writes Richard Tomkins in New York.

At lunchtime, the Dow Jones Industrial Average was down 48.57 at 6,960.42, slipping back below the 7,000 level again after breaching it

NYSE volume



for the first time since mid-March on Wednesday. The Standard & Poor's 500 index was also a little lower, easing 3.19 to 789.15.

However, technology stocks built on Wednesday's strengths, with networking stocks performing particularly well, and the Nasdaq composite index was up 8.50 at 1,269.26.

The decline in blue chips came in spite of gains in Treasuries triggered by optimism about the interest rate outlook. The benchmark 30-year long bond was up 1/8 at 96 1/8, pushing the yield down to 6.920 per cent, amid hopes that robust growth in the US economy would not feed through into inflation.

The Dow opened lower and stayed that way all morning in listless trading marked by a lack of strong corporate news. NYSE volume was 345m shares.

One of the few highlights was the announcement that

Minnesota Mining & Manufacturing, better known as 3M, was selling its billboard operation to Outdoor Systems, an advertising company, for \$1bn in cash.

The Nasdaq-quoted Outdoor Systems jumped \$2 or 7 per cent to \$264, while 3M eased \$1 to \$86.

Philip Morris remained one of the most actively traded stocks as investors anxiously awaited the outcome of a key anti-tobacco trial in Florida. Its shares were off 1/8 at \$38 1/2, while RJR Nabisco was off 1/4 at \$29 1/2.

Among technology stocks, IBM extended its gains by another \$1 to \$161, Intel was up \$1 at \$153, and Ascend Communications was up \$1 at \$46 on the back of a healthy profit forecast, but Microsoft was down \$1 at \$120 1/2.

TORONTO broke free of Wall Street to move steadily ahead in sharp contrast to the weak, early tone in the US market.

Financials were again in demand and at the noon calculation the 300 composite index was up 17.17 at 5,993.80.

Royal Bank of Canada was one of the stars of the morning session, climbing C\$1.10 to C\$36.95 in good two-way trade. Bank of Montreal put on 60 cents to C\$31.30 and Toronto-Dominion Bank added 25 cents to C\$39.75.

Seagram ran into modest profit-taking after Wednesday's strong results and upward swoop for the shares. The stock came off 15 cents to C\$33.40. Alcan Aluminium dipped 20 cents to C\$47.20 and Newbridge Networks shed 60 cents to C\$101.

Amoco golds, Barrick Gold gained 35 cents to C\$31.40 but Bro-X Minerals dipped, easing 5 cents to C\$3.43. Stampede Exploration hard-coded 15 cents to C\$5.90 after reduced first-quarter earnings came in above broker forecasts.

is just possible that the change is definitive.

When Mr José Mari Aznar, Spain's new prime minister, came to power he made "people's capitalism" a cornerstone of the business-friendly policies he wanted to introduce. Domestic savers have taken him at his word.

Net domestic investment in Spanish equities is expected to top \$10bn this year, a figure that quadruples last year's total.

Foreign funds read the Popular party government wrong. They doubted that Mr Aznar could deliver sound policies because he lacked an overall majority in parliament and, in particular, they did not believe that Spain was a serious candidate for the EU's single currency in 1999.

In the event Mr Aznar, backed in parliament by Catalan and Basque nationalists, has controlled government spending, introduced key legislation to deregulate the economy and to encourage domestic savings and averted potentially

damaging clashes with the trade unions.

The Spanish economy has been positive ever since the government presented its first budget to parliament in the autumn and the news has improved with every passing month.

Inflation and interest rates are now at historic lows, net employment was created over the winter months and gross domestic product is on target to grow at 3 per cent this year.

HK\$164.00, against a flotation price of HK\$128.

JAKARTA ended off the day's lows but with the composite index down 1.60 at 650.46 after a session that saw portfolio reshuffling by the index funds. Volume was Rp582bn.

The tracker fund activity was prompted by an announcement of a new composition for the Morgan Stanley Index for the region. Stocks in the new index included Bank Negara and

Most Asian and European markets were closed for the May Day holiday.

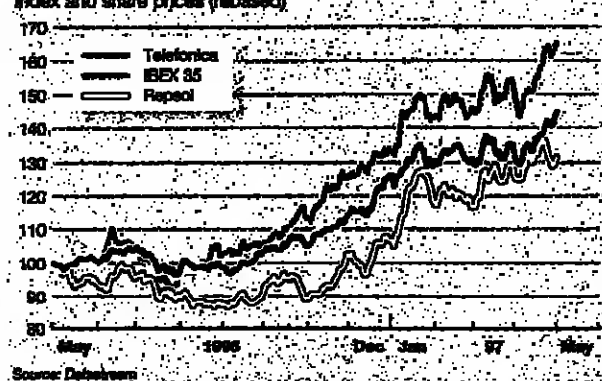
Citra Marga, the toll road operator.

Bank Negara was the day's most active share, rising Rp150 to Rp1,500 in 67m shares traded. PT Gandang Garam, the tobacco group, was a weak spot, falling Rp750 to Rp9,450.

Toy maker Kin Yat ended its first day of trading at

Spanish equities

Index and share prices (adjusted)



Source: Datastream

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WORMS & CIE

CONSOLIDATED NET PROFIT: FRF 1 BILLION, UP 15%
DIVIDEND PER SHARE UP 19%

The Managing Partners presented the Group's 1996 accounts to the Supervisory Board on 22 April 1997.

(in FRF millions)	1996	1995 Proforma *	Change
Insurance and Financial Services	690	504	+ 37 %
Industry and Industrial investments	205	116	+ 77 %
Holding company	109	255	(57 %)
Consolidated net profit	1,004	875	+ 15 %
Earnings per share (in FRF)	29.41	25.65	+ 15 %
Dividend per share (in FRF)	9.50	8.00	+ 19 %

* Maison Worms & Cie and Worms & Cie merged in 1996, with retroactive effect from 1 January 1996. The 1995 comparatives are therefore presented on a pro forma basis.

INSURANCE AND FINANCIAL SERVICES: 37% GROWTH

The strong growth in Insurance and Financial Services profits was driven primarily by Athena Assurances which reported consolidated net profit up 26.7% to FRF 573 million from FRF 452 million in 1995, representing a 9.5% return on average net equity. All businesses contributed to earnings growth. Non-Life underwriting results continued to improve, while the Life business and the International subsidiaries reported increased profits.

Demachy Worms & Cie's contribution declined slightly to FRF 35 million from FRF 40 million in 1995. The sale of the bank to ABN Amro France has just been agreed.

The asset management business spearheaded by Parnal Group enjoyed strong growth, with consolidated net profit of FRF 103 million versus FRF 39 million in 1995.

INDUSTRY AND INDUSTRIAL INVESTMENTS: 77% GROWTH

Earnings rose to FRF 205 million from FRF 116 million.

Saint Louis's net profit increased to FRF 710 million from FRF 573 million in 1995. The Worms & Cie Group's share rose to FRF 198 million from FRF 160 million. Saint Louis sold its entire interest in Royal Champignon and Panzalin during the year.

Compagnie Nationale de Navigation reaped the benefits of the restructuring plan, coming close to break-even in 1996.

DIVIDEND UP 19%

The Managing Partners are recommending the payment of a net dividend per share of FRF 9.50, representing a total revenue of FRF 14.25 including the tax credit. The dividend will be paid as of 13 June 1997.

PROPOSED MERGER BETWEEN WORMS & CIE AND SAINT LOUIS

The Supervisory Board reviewed the reports of the merger auditors and the independent expert, which confirm the fairness of the proposed exchange of 4 Worms & Cie shares for 1 Saint Louis share. The Supervisory Board therefore approved the draft merger agreement.

The proposed merger will be presented for approval at the General Meeting of 12 June. The streamlined structure and broader shareholder base will benefit Worms & Cie shareholders. The merger will increase the new Group's market capitalisation to almost FRF 20 billion and raise the free float to over 40% of the Company's capital, providing shareholders with a larger market for their shares. They will also benefit from owning a stake in a Group with a healthy financial structure.

Subject to the approval of the General Meeting of 12 June, Worms & Cie will be transformed into a "société anonyme" with a Supervisory Board and Management Board. Nicholas Clive Worms will be proposed for election as Chairman of the Supervisory Board. The members of the Management Board, to be appointed by the Supervisory Board, will be Jean-Philippe Thierry, President, Dominique Aubertin and Gilles Bouthillier. Edouard Silvy will be appointed as advisor to the Management Board.

GENERAL MEETING

The combined Annual and Extraordinary General Meeting will be held on 12 June 1997 at 9:15 a.m. at Pavillon Gabriel, 5 avenue Gabriel, 75008 Paris.

FTSE ACTUARIES WORLD INDICES

The FTSE Actuaries World Indices are owned by FTSE International Limited, Goldman, Sachs & Co. and Standard & Poor's. The indices are compiled by FTSE International and Standard & Poor's in conjunction with the Faculty of Actuaries and the Institute of Actuaries, NatWest Securities Ltd, was a co-founder of the indices.

Figures in parentheses show number of lines of stock.

Shares in parentheses show number of lines of stock	US Dollar Index	Day's Change %	WEDNESDAY APRIL 30 1997	Local Currency	Local Currency % chg on day	Gross Div. Yield	TUESDAY APRIL 29 1997	Local Currency	Local Currency % chg on day	Gross Div. Yield	DOLLAR INDEX	
Australia (76)	227.38	-0.4	207.76	182.41	204.71	193.47	0.3	3.93	226.44	205.78	181.43	203.05
Austria (24)	179.21	-0.8	163.75	143.77	161.34	161.26	-0.4	1.95	180.69	164.21	144.77	162.02
Belgium (26)	241.88	0.3	221.01	194.04	217.76	213.07	0.8	3.38	241.25	219.25	193.30	216.33
Brazil (30)	248.33	0.2	229.08	187.61	221.77	482.26	0.2	1.50	243.98	223.47	197.01	220.49
Canada (114)	189.63	1.5	173.30	152.15	170.75	161.96	1.3	2.03	187.23	170.15	150.02	167.88
Denmark (23)	355.66	-1.0	324.97	285.31	320.19	318.68	-0.6	1.59	398.18	326.83	287.79	322.06
France (59)	216.98	0.2	203.26	182.41	204.71	193.47	0.3	3.93	226.44	205.78	181.43	203.05
Germany (69)	191.59	1.1	182.70	160.40	180.01	180.01	1.5	1.56	197.88	179.66	158.39	177.26
Hong Kong (68)	461.61	2.0	421.78	370.31	415.68	408.98	2.0	3.27	425.53	411.27	362.68	405.06
Indonesia (27)	227.95	0.3	207.76	182.41	204.71	193.47	0.3	3.93	226.44	205.78	181.43	203.05
Italy (55)	176.63	-0.2	163.75	143.77	161.34	161.26	-0.4	1.95	180.69	164.21	144.77	162.02
Japan (485)	81.63	0.9	80.07	70.30	79.49	79.49	2.1	2.22	86.94	76.82	69.87	77.67
Korea (14)	136.50	0.2	125.81	112.51	125.81	125.81	1.2	1.04	134.23	121.41	115.37	121.41
Malaysia (107)	328.89	-0.8	282.43	242.25	282.43	282.43	1.2	1.25	313.40	271.41	241.37	271.41
Netherlands (19)	330.17	-0.4	301.21	272.23	301.21	301.21	0.4	2.14	309.02	285.19	272.23	272.23
New Zealand (14)	85.62	0.5	78.23	68.69	77.08	65.57	0.7	4.33	85.21	77.44	69.27	78.41
Norway (41)	293.72	-0.8	270.21	239.23	269.23	268.52	-0.2	2.14	296.02	275.78	239.23	239.23
Philippines (23)	159.60	-2.0	145.10	127.58	145.10	145.10	-2.0	0.99	162.01	147.24	128.81	145.10
Poland (26)	241.88	0.3	221.01	194.04	217.76	213.07	0.8	3.38	241.25	219.25	193.30	216.33
South Africa (14)	351.60	0.4	320.40	290.08	325.55	311.43	0.4	2.40	350.64	327.76	289.68	328.39
Spain (33)	228.97	0.8	209.12	183.00	206.04	203.27	1.1	2.58	227.09	206.38	181.21	203.05
Sweden (49)	412.84	0.6	377.21	331.79	371.67	367.49	0.7	2.19	410.98	383.41	329.21	368.43
Switzerland (26)	215.56	0.4	203.26	182.41	204.71	193.47	0.3	3.93	226.44	205.78	181.43	203.05
Thailand (43)	75.61	1.0	69.08	60.85	68.07	76.57	1.0	4.07	74.89	68.00	60.01	67.15
United Kingdom (21)	263.74	-0.5	281.08	259.23	257.25	261.08	0.0	3.77	287.23	261.04	230.13	257.25
USA (653)	324.04	0.9	296.08	259.23	287.79	324.04	0.9	1.87	321.08	297.65	257.25	287.79
Americas (824)	295.15	0.9	270.80	237.58	266.32	248.32	0.9	1.67	293.40	266.25	232.08	269.09
Europe (729)	247.20	0.1	225.87	199.31	225.87	225.87	0.3	2.73	248.98	224.35	197.78	221.39
Japan (485)	81.63	0.9	80.07	70.30	79.49	79.49	2.1	2.22	86.94	76.82	69.87	77.67
Pacific Basin (65)	135.17	0.9	125.81	112.51	125.81	125.81	1.2	1.04	134.23	121.41	115.37	121.41
North America (167)	91.98	0.8	165.19	145.80	183.74	183.74	1.2	1.14	180.30	163.86	144.46	161.87
Europe Ex. UK (161)	198.76	0.8	208.50	203.26	204.71	204.71	0.8	1.59	212.72	204.25	200.00	200.00
World Ex. USA (162)	221.33	0.5	202.05	177.40	198.08	210.08	0.2	2.14	220.00	199.94	176.27	197.27
Europe Ex. UK (161)	198.76	0.8	208.50	203.26	204.71	204.71	0.8	1.59	212.72	204.25	200.00	200.00
World Ex. USA (162)	221.33	0.5	202.05	177.40	198.08	210.08	0.2	2.14	220.00	199.94	176.27	197.27
World Ex. UK (266)	224.19	1.1	204.83	178.84	201.42	202.12	1.2	1.81	221.82	201.40	177.75	199.91
World Ex. Japan (192)	287.12	0.7	282.24	230.93	256.49	278.39	0.0	2.22	285.14	259.14	228.46	259.08
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